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ABSTRACT

The first market-based faculty salary model to be used at the University of Alaska to estimate the extent of a market problem and guide the distribution of a special market salary fund is presented. It addresses critical market-based inequities within key teaching disciplines experiencing difficulty in retaining and attracting high caliber faculty. In July 1988, the Board of Regents authorized the distribution of $1.5 million for faculty market compensation adjustments, contingent upon the lapse of an equal amount from the FY88 budget. The report contains a statement of the problem which led to the development of the market salary proposal, the methodology and analysis utilized in the market study, and the results of the market salary distribution. Results indicate, with varying degrees of tractability, that each institution implemented the following salary adjustments: University of Alaska Anchorage, $525,000 allocation and $541,065 actual; Fairbanks, $925,000 allocation and $935,754 actual; and Southeast, $50,000 allocation and $50,500 actual. Thus, by the end of fiscal year 1988 more than 59% of the University of Alaska faculty would be below the Alaska adjusted national market salary average for their respective discipline rank. Appended are two tables showing Oklahoma State University and CUPA-AASCU (College and University Personnel Association-American Association of State Colleges and Universities) Faculty Salary Survey market data by rank and discipline. A confidential listing of individual employee market-based salary adjustments is cited but not included. Contains 16 references. (SM)

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FY89 Market-Based Faculty Salary Model : Implementation Results

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November 1988

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ACKNOWLEDGEMENTS

This report summarizes the first market-based faculty salary model to be used at the University of Alaska to estimate the extent of a market problem as well as guide the distribution of a special market salary fund. The effort addressed critical market-based inequities within key teaching disciplines experiencing difficulty in retaining and attracting high caliber faculty.

Recognition for securing the $1.5 million of lapse funds goes to Vice President Brian Rogers; for outlining the market model,Vice President Rogers and Vice President Robert Warren; and for the implementation efforts at each campus, Chancellors Donald Behrend, Marshall Lind and Patrick O'Rourke, Wayne Thomas, and the Deans. The development and implementation of the market salary model would not have been possible without the manual data verification efforts of the following people: Mimi Fittig, Carol Griffin, John Wasileski, Gerry Bomotti, Jeff Whittaker, Tom Rodda, Janis Helton, Brian Youngberg, Cathi Carr-Lundfelt, Betty Dupee, and Jeanne Freeman.

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INTRODUCTION

On July 12, 1988 the Board of Regents authorized the distribution of $1.5 million for faculty market compensation adjustments, contingent upon the lapse of an equal amount from the FY88 budget. The funds were distributed as follows:

University of Alaska Anchorage	$ 525,000.
University of Alaska Fairbanks	$ 925,000.
University of Alaska Southeast	$ 50,000.

The Board of Regents action of July 12, 1988 required that a report containing the results of the salary distribution would be presented to the Board in the fall.

This report contains a statement of the problem which led to the development of the market salary proposal, the methodology and analysis utilized in the market study and the results of the market salary distribution.

STATEMENT OF THE PROBLEM

Over a period of four years beginning in 1984, the University of Alaska had experienced significant erosion of its competitive position in the compensation of faculty. The challenge faced by the University was to compete for the highest quality faculty in the national and international marketplace while retaining the outstanding individuals who were currently in the University's employ. During this four year period recruitment and retention had become increasingly difficult. Faculty salaries were advancing nationally by an average of six percent per year during a period when no salary adjustments were available to University of Alaska employees [see FIGURE 1].

In the recently completed UA Six-Year Plan progress assessment report where Regents and University employees were asked to rate each of 116 specific plan ACTIONS, the ACTION rated having made the least progress and needing immediate attention fell under the objective of attracting and sustaining a high quality faculty. This ACTION was:

> *Attract high quality faculty with expertise in specific fields through nationwide recruiting, competitive compensation, and the establishment of endowed chairs.*

The University administration responded to this challenge by designing and conducting a comprehensive market salary analysis which produced alarming results. The study demonstrated that by the end of FY88 over 59% of the University of Alaska faculty would be below the Alaska adjusted national market salary average for their respective discipline and rank.

Based on the results of the study the administration determined the funding necessary to return faculty salaries to the Alaska national market salary average, and the Board of Regents presented this need as their top priority in the University budget request for FY89.

LIMITATIONS

The following study limitations existed:

1. The study was restricted to filled and vacant faculty positions as of April 15, 1988.

2. The study was restricted to non-union full-time faculty holding faculty rank. Prince William Sound Community College faculty were, therefore, not included.

FIGURE 1. Yearly Changes in Higher Education Price Indexes and Salaries

	Higher Education Price Index	Yearly Percent Change	Research & Development Price Index	Yearly Percent Change	Consumer Price Index	Yearly Percent Change	Boeckh Construction	Yearly Percent Change	Equipment	Yearly Percent Change
FY76	57.4	-	58.7	-	56.5	-	57.2	-	61.7	-
FY77	61.1	6.4%	62.3	6.1%	59.8	5.8%	62.1	8.6%	64.8	5.0%
FY78	65.2	6.7%	66.4	6.6%	63.8	6.7%	66.5	7.1%	69.3	6.9%
FY79	70.2	7.7%	71.5	7.7%	69.8	9.4%	71.1	6.9%	74.7	7.8%
FY80	77.2	10.0%	78.0	9.1%	79.1	13.3%	77.0	8.3%	81.6	9.2%
FY81	85.5	10.8%	86.3	10.6%	88.2	11.5%	84.4	9.6%	89.6	9.8%
FY82	94.0	9.9%	94.2	9.2%	95.8	8.6%	92.8	10.0%	96.4	7.6%
FY83	100.0	6.4%	100.0	6.2%	100.0	4.4%	100.0	7.8%	100.0	3.7%
FY84	105.4	5.4%	105.1	5.1%	103.7	3.7%	105.8	5.8%	102.2	2.2%
FY85	112.5	6.7%	111.7	6.3%	107.7	3.9%	108.6	2.6%	104.8	2.5%
FY86	117.4	4.4%	116.8	4.6%	110.8	2.9%	110.1	1.4%	106.9	2.0%
FY87	122.3	4.2%	121.8	4.3%	113.3	2.3%	112.3	2.0%	108.8	1.8%
FY88	127.6	4.3%	127.0	4.3%	118.0	4.1%	114.7	2.1%	110.9	1.9%

FY83=100

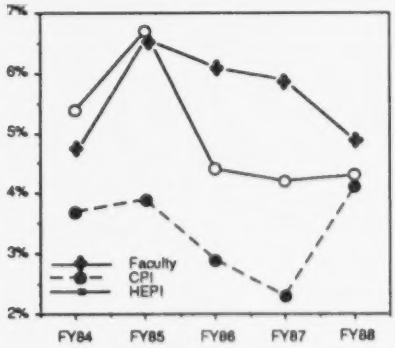
	Higher Education Price Index of Faculty Salaries	Yearly Percent Change	Research & Development Price Index of Faculty (University) Salaries	Yearly Percent Change	Administration & Institutional Services Personnel Price Index of Salaries	Yearly Percent Change	Higher Education Price Index of Professional Salaries	Yearly Percent Change	Higher Education Price Index of Non-Professional Wages	Yearly Percent Change
FY76	63.9	-	62.1	-	61.3	-	63.4	-	59.1	-
FY77	66.9	4.7%	65.2	5.0%	64.2	4.7%	66.4	4.7%	63.2	6.9%
FY78	70.4	5.2%	68.5	5.1%	67.2	4.7%	69.8	5.1%	68.1	7.8%
FY79	74.5	5.8%	72.9	6.4%	71.9	7.0%	74.1	6.2%	73.5	7.9%
FY80	79.8	7.1%	77.9	6.9%	77.3	7.5%	79.3	7.0%	80.2	9.1%
FY81	86.7	8.6%	85.1	9.2%	84.5	9.3%	86.3	8.8%	87.7	9.4%
FY82	93.9	8.3%	93.9	10.3%	93.1	10.2%	93.7	8.6%	94.6	7.9%
FY83	100.0	6.5%	100.0	6.5%	100.0	7.4%	100.0	6.7%	100.0	5.7%
FY84	104.7	4.7%	104.7	4.7%	104.5	4.5%	104.7	4.7%	105.1	5.1%
FY85	111.6	6.6%	111.5	6.5%	110.7	5.9%	111.4	6.4%	109.1	3.8%
FY86	118.4	6.1%	119.0	6.7%	117.7	6.3%	118.2	6.1%	113.0	3.6%
FY87	125.4	5.9%	126.1	6.0%	124.8	6.0%	125.1	5.8%	116.2	2.8%
FY88	131.6	4.9%	132.9	5.4%	129.9	4.1%	131.0	4.7%	120.3	3.5%

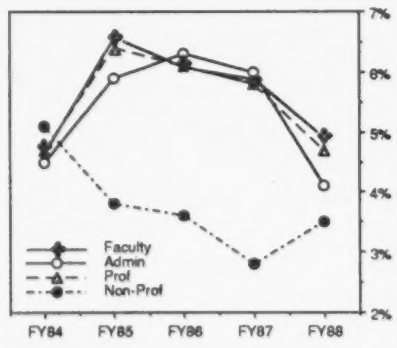
FY83=100

NOTE: No part of these data may be reproduced for use by anyone other than the University of Alaska without prior permission in writing from the publisher: Research Associates of Washington.

Source: HIGHER EDUCATION PRICES AND PRICE INDEXES: 1988 UPDATE, Research Associates of Washington, Washington, D.C., 1988.

Five Year HEPI, CPI, and Faculty Year-to-Year Salary Changes





Five Year Faculty, Administration, Professional, & Non-Professional Year-to-Year Salary Changes

Definitions

HIGHER EDUCATION PRICE INDEX (HEPI)	A measure of the average changes in prices of goods and services purchased by colleges and universities through current fund educational and general expenditures.
PRICE INDEX	A price index series measures the effects of price change on a fixed group of items from some base year. The change in price index values from year to year may be interpreted as the change in dollars required to offset the effects of inflation in buying the same kind of goods and services previously purchased. The indexes here measure price changes from a designated reference date, or base year (here being FY83) which was given the index value of 100.0. An index value of 115.0 represents a 15% increase over the base year values.
RESEARCH & DEVELOPMENT PRICE INDEX	A measure of the average changes in prices of goods and services purchased by universities through current direct expenditures for sponsored research. Overhead charges apportioned to research are excluded from the index.

3. The calculated market-based salary included an adjustment for time in rank. It did not include factors to account for previous faculty salary increases that may have been due to performance-based adjustments or the FY84 implementation of the sex/race salary equity model. It has not yet been determined how a market-based element will be integrated into any future comprehensive compensation effort so as to minimize possible negating effects on other compensation elements. Nor has it been determined how an employee's salary history would be integrated.

4. Market-based model adjustments were restricted to faculty salaries calculated to be below the the market. Faculty salaries that were significantly above market were not changed; no faculty salaries were reduced.

5. No adjustments were made to address the fact that faculty hired prior to July 1, 1987 had the benefit of a higher geographic differential built into their current salary.

6. Both the Oklahoma State University and the CUPA-AASCU faculty salary surveys excluded faculty holding rank who were teaching less than half a normal teaching load. This would exclude most salary data for deans from being included in the salary surveys. Since deans were included in the University's market model, the calculated market equivalent salary for deans would be understated. The chancellors were allowed to add up to 10% to the model salary to accommodate this discrepancy. The application of the market model to deans is therefore limited to how well a 10% add on reflects the actual discrepancy and how well the discretionary application of adding up to this 10% limit by the chancellors rectifies the problem.

7. The market used for all UAA and UAF faculty was determined from a salary survey of faculty at the nation's public land-grant/research universities (Oklahoma State University conducts the survey each year; only the UAF campus is included as it is Alaska's land-grant university). These included the University of Michigan, the University of Florida, the University of Washington, the University of Texas, Ohio State, SUNY, and the University of Kansas. UAF data were not factored out of the survey salaries. Disciplines in the Oklahoma survey comprised wholly or substantially of UAF faculty would result in the UA market-based faculty salary model producing a spurious compounding effect.

8. The market used for all UAS faculty was determined from a salary survey of faculty at the nation's state colleges and universities (CUPA-AASCU conducts the survey each year, only the UAS campus is included in the FY88 survey, however, both UAF and UAA have participated in the past). These included the University of Central Florida, the University of Nevada Las Vegas, the University of Colorado at Denver, CUNY, St. Cloud State University, and Central Washington State University. UAS data were not factored out of the survey salaries. Disciplines comprised wholly or substantially of UAS faculty would result in the UA market-based faculty salary model producing a spurious compounding effect.

9. Market-based faculty salaries were not adjusted to account for variations in non-salary employee benefits when compared to what UA offers.

10. Final FY89 UA faculty salary adjustments were based only partially on the predicted market-based salary. It cannot be stated that the final non-model salary adjustments were in fact based on strictly market driven considerations or even a need to adjust the results of an imperfectly conceived approach.

METHODOLOGY

The procedure used to develop and implement market-based faculty salary increases was comprised of the following three phases:

PHASE I - Developing a Market-Based Salary Model

The University administration selected two national faculty salary surveys to be utilized in the study; the Oklahoma State University Faculty Salary Survey by Discipline and the National Faculty Salary Survey by Discipline and Rank published by the College and University Personnel Association and the American Association of State Colleges and Universities.

The salaries presented in these two surveys were adjusted to Alaska by addition of the following differentials:

U.S. average to Seattle	8.6%
Seattle to Anchorage	13.0%

The differential for adjustment to Seattle was derived from the U.S. Chamber of Commerce Research Association cost of living analysis, and the differential for adjustment from Seattle to Anchorage was established by arbitration after a 1984 study conducted by the State of Alaska.

The data contained in the national salary surveys was collected in 1987 and was adjusted to reflect salary inflation during FY88 and FY89. The survey salaries were adjusted by 4.6% using data presented in the Higher Education Price Index and by the American Compensation Association.

Each faculty position in the University was assigned a Classification of Instructional Program (CIP) code which allowed direct comparison by discipline with the salaries presented in the national surveys. The Oklahoma State study allowed direct comparison of disciplines by CIP code for UAA and UAF faculty. For UAS which was based on the CUPA-AASCU salary survey, a crosswalk was developed which allowed comparison of CIP codes to the Higher Education General Information Survey (HEGIS) discipline taxonomy used by the CUPA-AASCU survey. The average time in rank was then computed for each academic rank and a two percent per year longevity factor was applied to each salary. Faculty members with greater than the average time in rank for their respective rank received a two percent longevity credit for each year greater than the average and those with less than the average time in rank received a corresponding reduction. The maximum positive or negative adjustment for longevity was limited to ten percent for the ranks of Instructor, Assistant Professor and Associate Professor. The maximum adjustment for the rank of Professor was limited to fourteen percent [see FIGURE 2].

PHASE II - Initial Cost Estimation

Data from the October 1, 1987 payroll period were downloaded from the University's HRIS system and distributed to each campus. Several data review cycles produced reliable enough values for required model variables that an initial cost estimation of $6.0 million was derived. This figure represented the total amount of new salary money necessary to bring all faculty up to their calculated full market salary.

FIGURE 2. Market-Based Faculty Salary Model Calculations

STEP 1: FULL MARKET MODEL SALARY

Calculation to adjust each National Survey Market-Based Salary to the current fall 1988 inflation factor and to the Anchorage cost of living

For 9-month UA faculty

$$\left(\frac{\%\text{ of}}{\text{contract}}\right)(1.046 \cdot 1.086 \cdot 1.130)\left(\frac{\text{Oklahoma or CUPA-AASCU}}{\text{mean salary}}\right)$$

For 12-month UA faculty

$$\left(\frac{\%\text{ of}}{\text{contract}}\right)(1.046 \cdot 1.086 \cdot 1.130)\left(\frac{\text{Oklahoma or CUPA-AASCU}}{\text{mean salary}}\right)\left(\frac{26.1}{19.5}\right)$$

(A) (B) (C) (D)

where:

- (A) is the *inflation factor* necessary to move the 1987 national average 9-month Oklahoma/CUPA-AASCU faculty salary data to the current 1988 level
- (B) is the *Seattle cost of living factor* to move the 1988 national average 9-month Oklahoma/CUPA-AASCU faculty salary data to Seattle
- (C) is the *Anchorage cost of living factor* to move the 1988 Seattle adjusted 9-month Oklahoma/CUPA-AASCU faculty salary data to Anchorage
- (D) is the *12-month conversion factor* to move the 1988 Anchorage adjusted 9-month Oklahoma/CUPA-AASCU faculty salary data to12-month equivalent salaries

STEP 2: FULL MARKET + LONGEVITY MODEL SALARY

Calculation to Adjust the Full Market Model Salary to account for time in rank at UA

For Instructor / Assistant Professor / Associate Professor level UA faculty

$$\left(\frac{\text{full market model salary}}{}\right)\left[1.02^{\left[(\text{yrs in rank})-(\text{UA avg yrs in rank})\right]}\right]$$

(E)

For Professor level UA faculty

$$\left(\frac{\text{full market model salary}}{}\right)\left[1.02^{\left[(\text{yrs in rank})-(\text{UA avg yrs in rank})\right]}\right]$$

(F)

where:

- (E) is the *Instructor/Assistant Professor/Associate Professor longevity factor* which increases or decreases faculty market salaries based on time in rank. This factor is limited to +/- 10% (or 1.10 to 0.90 as the multiplying factor).
- (F) is the *Professor longevity factor* which increases or decreases faculty market salaries based on time in rank. This factor is limited to +/- 14% (or 1.14 to 0.86 as the multiplying factor).

Definitions

% OF CONTRACT	The percentage of a UA faculty member's contract that is applicable to the CIP discipline Oklahoma/CUPA-AASCU market-based faculty salary.
YRS IN RANK	For a UA faculty member, the number of years holding their current rank as of April 15, 1988.
UA AVG YRS IN RANK	For all UA faculty members in the study, this is the average time in rank by rank. For Professors, this was 7.64 years, Associate Professors 5.42 years, Assistant Professors 4.41 years, and Instructors 2.51 years.
26.1/19.5	UA employee payrolls are bi-weekly. Nine-month faculty, have 19.5 pay periods, twelve-month faculty have 26 pay periods.

The final application of the model was accomplished using the April 15, 1988 payroll. Once again, significant manual data review and correction was necessary prior to running the model for each campus. Refinement in the CIP code crosswalk table, the distribution of preliminary model spreadsheet figures, and in the model itself occurred prior to the July 11, 1988 Chancellors' Council meeting. A final cost estimation of $5.3 million was submitted to the Board of Regents on July 12, 1988.

PHASE III - Implementation

Using April 15, 1988 payroll data, each faculty salary in the University was compared to the national average salary by discipline and rank, and the deviation from market was calculated for each individual salary. The aggregate of these individual market variances was used to distribute the market salary funding to the three universities, and the Board of Regents established the following principles governing the allocation of these funds within the universities:

1. The entire $1.5 million will be utilized for market salary adjustments for individuals holding faculty rank.

2. All disciplines will be adjusted to at least 85 percent of market as determined from the Oklahoma State survey or in the University of Alaska Southeast as determined from the CUPA-AASCU survey.

3. No individual salaries currently at or above market may be adjusted with these funds.

4. Individual salaries currently below market may not be adjusted above market with these funds.

5. Individual salary increases which exceed 20 percent of current salary must be approved by the President.

6. No individual faculty member is guaranteed a salary increase.

7. Results of the salary distribution will be reported to the Board of Regents.

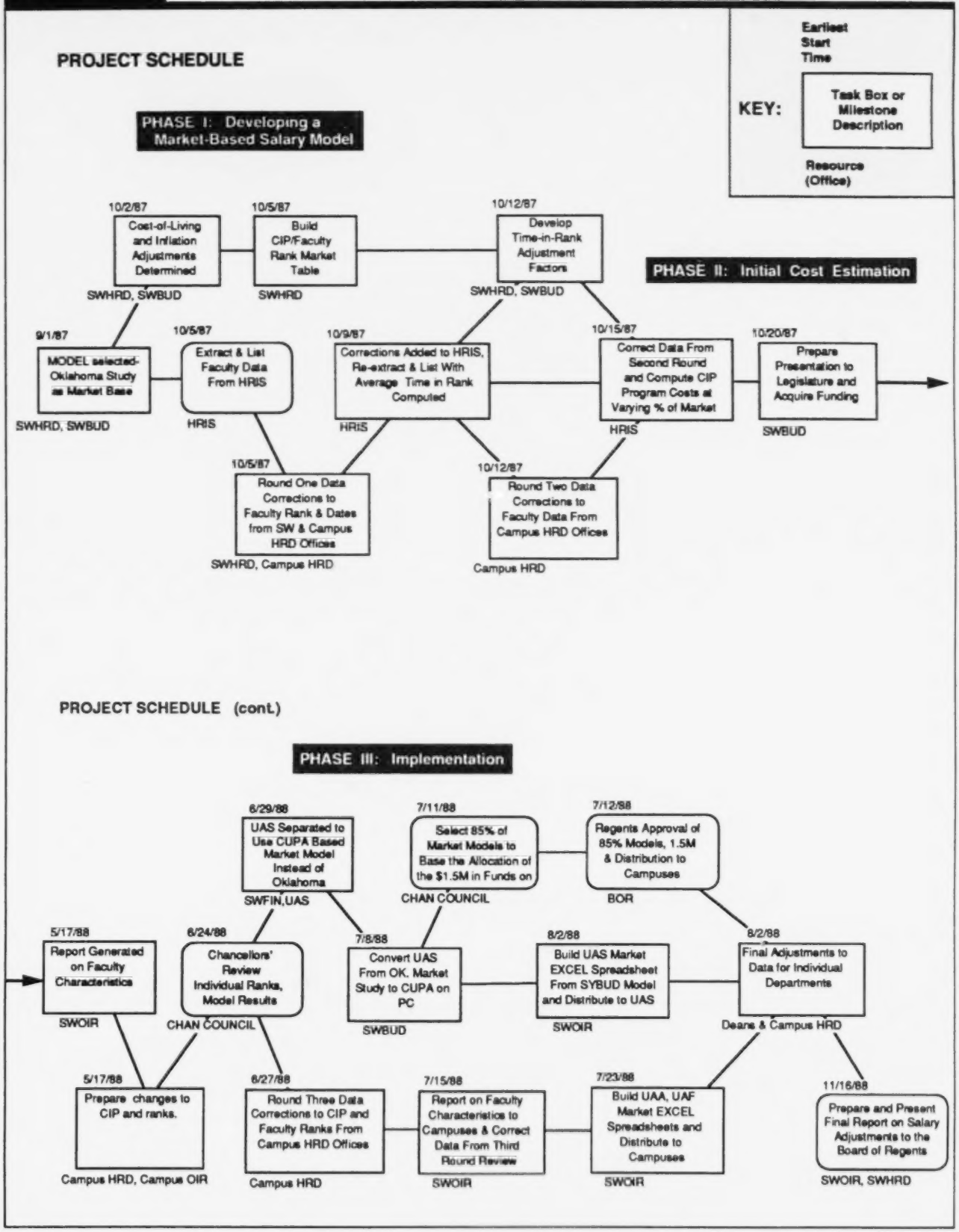
A summarization of the major tasks and task dependencies of the survey effort is provided in the PERT chart in FIGURE 3. Each of the three methodology phases of the project described in this section are identified along with the time and resource schedules for the tasks.

RESULTS AND SUMMARY

- With varying degrees of tractability, each institution implemented salary adjustments totaling:

	Allocation	Actual
University of Alaska Anchorage	$ 525,000	$ 541,065
University of Alaska Fairbanks	925,000	935,754
University of Alaska Southeast	50,000	50,500
TOTAL	**$ 1,500,000**	**$1,527,319**

FIGURE 3. Market-Based Faculty Salary Model Project Plan


PROJECT SCHEDULE
KEY:
Earliest Start Time
Task Box or Milestone Description
Resource (Office)
PHASE I: Developing a Market-Based Salary Model
10/2/87
Cost-of-Living and Inflation Adjustments Determined
SWHRD, SWBUD
10/5/87
Build CIP/Faculty Rank Market Table
SWHRD
10/12/87
Develop Time-in-Rank Adjustment Factors
SWHRD, SWBUD
PHASE II: Initial Cost Estimation
9/1/87
MODEL selected-Oklahoma Study as Market Base
SWHRD, SWBUD
10/5/87
Extract & List Faculty Data From HRIS
HRIS
10/9/87
Corrections Added to HRIS, Re-extract & List With Average Time in Rank Computed
HRIS
10/15/87
Correct Data From Second Round and Compute CIP Program Costs at Varying % of Market
HRIS
10/20/87
Prepare Presentation to Legislature and Acquire Funding
SWBUD
10/5/87
Round One Data Corrections to Faculty Rank & Dates from SW & Campus HRD Offices
SWHRD, Campus HRD
10/12/87
Round Two Data Corrections to Faculty Data From Campus HRD Offices
Campus HRD
PROJECT SCHEDULE (cont.)
PHASE III: Implementation
6/29/88
UAS Separated to Use CUPA Based Market Model Instead of Oklahoma
SWFIN,UAS
7/11/88
Select 85% of Market Models to Base the Allocation of the $1.5M in Funds on
CHAN COUNCIL
7/12/88
Regents Approval of 85% Models, 1.5M & Distribution to Campuses
BOR
5/17/88
Report Generated on Faculty Characteristics
SWOIR
6/24/88
Chancellors' Review Individual Ranks, Model Results
CHAN COUNCIL
7/8/88
Convert UAS From OK. Market Study to CUPA on PC
SWBUD
8/2/88
Build UAS Market EXCEL Spreadsheet From SYBUD Model and Distribute to UAS
SWOIR
8/2/88
Final Adjustments to Data for Individual Departments
Deans & Campus HRD
5/17/88
Prepare changes to CIP and ranks.
Campus HRD, Campus OIR
6/27/88
Round Three Data Corrections to CIP and Faculty Ranks From Campus HRD Offices
Campus HRD
7/15/88
Report on Faculty Characteristics to Campuses & Correct Data From Third Round Review
SWOIR
7/23/88
Build UAA, UAF Market EXCEL Spreadsheets and Distribute to Campuses
SWOIR
11/16/88
Prepare and Present Final Report on Salary Adjustments to the Board of Regents
SWOIR, SWHRD

- Of the 1,022 faculty in the study, 349 or 34% received market adjustments averaging $4,376. All disciplines met or exceeded the 85% of market goal but Law, which attained a market level 84%.

- At UAA, 124 or 32% of the faculty received market adjustments averaging $4,363. All disciplines met or exceeded the 85% of market goal but Law, which attained a market level 84%.

- At UAF, 207 or 37% of the faculty received market adjustments averaging $4,521. All disciplines met or exceeded the 85% of market goal but Health Sciences which attained a market level of 78%, and Public Affairs which attained a market level of 82%.

- At UAS, 18 or 21% of the faculty received market adjustments averaging $2,806. All disciplines met or exceeded the 85% of market goal.

- Professors got proportionately a much greater piece of the market adjustment dollar pie. Systemwide, there were 220 professors comprising 22% of the faculty. As a group, professors received 39% of the $1,527,319 in market dollars. This brought this faculty group from an average salary being 87% of the market to 91%.

- Associate professors got proportionately a smaller piece of the market adjustment dollar pie. Systemwide, there were 412 associate professors comprising 40% of the faculty. As a group, associate professors received 30% of the $1,527,319 in market dollars. This brought this faculty group from an average salary being 95% of the market to 98%.

- Assistant professors got proportionately about the same piece of the market adjustment dollar pie. Systemwide, there were 267 assistant professors comprising 26% of the faculty. As a group, assistant professors received 28% of the $1,527,319 in market dollars. This brought this faculty group from an average salary being 91% of the market to 95%.

- Instructors got proportionately a much smaller piece of the market adjustment dollar pie. Systemwide, there were 123 instructors comprising 22% of the faculty. As a group, instructors received 3% of the $1,527,319 in market dollars. This brought this faculty group from an average salary being 108% of the market to 109%.

- Prior to any market adjustments, 236 of 1,022 faculty were found to be more than 15% below market. This amounted to 23% of the faculty. After market adjustments, 121 or 12% of the faculty remained 15% below market. To bring all these faculty to within 85% of their market salary would require another $1.7 million.

- Prior to any market adjustments, 669 of 1,022 faculty were found to be below market. This amounted to 65% of the faculty. After market adjustments, 622 or 61% of the faculty remained 15% below market. To bring all faculty to their full market salary would require another $3.8 million.

- At urban campuses, 338 or 36% of the faculty received market adjustments averaging $4,424. $1,495,202 or 98% of the market adjustment pie went to this faculty group. This brought this faculty group from an average salary being 92% of the market to 95%.

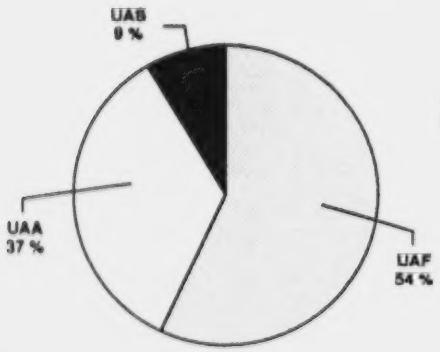
- At rural colleges, 11 or 13% of the faculty received market adjustments averaging $2,920. $32,117 or 2% of the market adjustment pie went to this faculty group. This brought this faculty group from an average salary being 105% of the market to 106%.

In the tables and charts that follow, more detailed descriptions of this first implementation of salary adjustments derived from a market-based model are provided by institution, campus and discipline. Additionally, a breakout is provided on faculty rank, sex, race and age demographics.

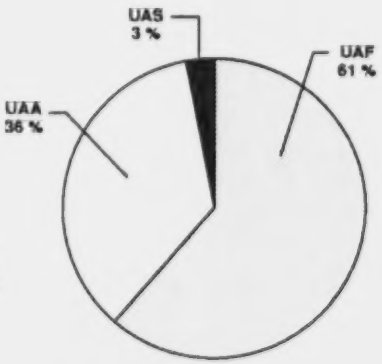
FIGURE 4. UA System Market-Based Faculty Salary Adjustment Results

TOTAL UA SYSTEM	N	Original % of Market-Based Salary	Final % of Market-Based Salary	Avg Time In Rank	RANK Prof	RANK Assoc Prof	RANK Asst Prof	RANK Instr	SEX F	SEX M	SEX Vacant	RACE White	RACE Non-White	RACE Vacant	AVG AGE
Agribusiness & Agriculture Prod	5	88 %	88 %	2	0	3	1	1	2	3	0	5	0	0	38
Agricultural Sciences	19	97 %	98 %	3	5	8	5	1	0	16	3	15	1	3	45
Allied Health	9	116 %	116 %	4	0	5	2	2	8	1	0	8	1	0	41
Architectural & Environ Design	2	101 %	101 %	4	0	0	1	1	1	1	0	2	0	0	39
Area & Ethnic Studies	7	93 %	96 %	4	0	2	4	1	4	3	0	6	1	0	41
Basic Skills	7	129 %	129 %	3	0	3	1	3	5	1	1	5	1	1	46
Business & Management	72	81 %	89 %	3	16	34	16	6	15	56	1	62	9	1	44
Business & Office	24	101 %	102 %	4	0	18	2	4	16	5	3	21	0	3	45
Communications	14	97 %	99 %	3	1	3	7	3	4	10	0	14	0	0	39
Communications Technology	1	91 %	91 %	2	0	0	1	0	0	1	0	1	0	0	41
Computer & Information Sci	20	79 %	87 %	3	4	6	9	1	3	15	2	16	2	2	45
Construction Trades	1	96 %	96 %	2	0	1	0	0	0	1	0	1	0	0	43
Consumer, Personal & Misc Srv	1	113 %	113 %	1	0	0	0	1	0	1	0	1	0	0	48
Education	89	101 %	102 %	3	10	34	28	17	39	43	7	70	12	7	45
Engineering	72	77 %	85 %	2	24	21	21	6	0	65	7	56	9	7	44
Engineering & Related Tech	28	109 %	109 %	4	1	7	7	13	0	27	1	25	2	1	44
Foreign Languages	20	108 %	109 %	1	3	8	3	6	9	8	3	11	6	3	48
Health Sciences	38	83 %	88 %	2	3	12	16	7	26	10	2	31	5	2	43
Home Economics	11	100 %	100 %	3	0	7	2	2	9	1	1	10	0	1	46
Industrial Arts	1	106 %	106 %	6	0	1	0	0	0	1	0	1	0	0	46
Law	2	75 %	84 %	3	0	2	0	0	0	2	0	2	0	0	47
Leisure & Rec Activities	2	89 %	93 %	2	0	0	0	2	1	1	0	2	0	0	47
Letters	58	105 %	106 %	3	7	29	15	7	24	33	1	56	1	1	44
Liberal/General Studies	1	114 %	114 %	3	0	1	0	0	0	1	0	1	0	0	46
Library & Archival Sciences	38	100 %	102 %	3	2	22	13	1	18	20	0	36	2	0	46
Life Sciences	56	93 %	95 %	2	19	24	10	3	7	39	10	45	1	10	45
Mathematics	40	93 %	96 %	3	6	16	13	5	10	28	2	35	3	2	46
Mechanics & Repairers	19	102 %	103 %	4	0	9	4	6	0	19	0	17	2	0	45
Multi-Interdisciplinary Studies	4	113 %	113 %	3	0	0	0	4	2	2	0	4	0	0	40
Philosophy & Religion	7	98 %	98 %	3	2	4	1	0	1	6	0	7	0	0	48
Physical Sciences	107	88 %	90 %	3	49	36	17	5	10	84	13	81	13	13	48
Precision Production	6	108 %	108 %	3	0	0	2	4	1	3	2	4	0	2	41
Protective Services	8	107 %	107 %	1	1	1	5	1	2	4	2	6	0	2	43
Psychology	28	93 %	97 %	4	13	12	3	0	7	20	1	27	0	1	47
Public Affairs	16	90 %	93 %	1	2	6	6	2	8	5	3	13	0	3	45
Renewable Natural Resources	32	91 %	92 %	4	9	8	13	2	4	26	2	27	3	2	46
Social Sciences	86	94 %	97 %	3	23	47	15	1	16	68	2	78	6	2	45
Transportation & Material Moving	6	107 %	107 %	3	0	3	3	0	0	4	2	4	0	2	50
Visual & Performing Arts	60	100 %	101 %	2	20	15	21	4	14	41	5	49	6	5	43
Vocational Home Economics	5	109 %	109 %	4	0	4	0	1	2	3	0	3	2	0	51
TOTAL UA SYSTEM	1,022	93%	96%	3	220	412	267	123	268	678	76	858	88	76	45

Faculty Distribution by Institution



Market Dollar Distribution by Institution



Market Dollar Distribution by Discipline

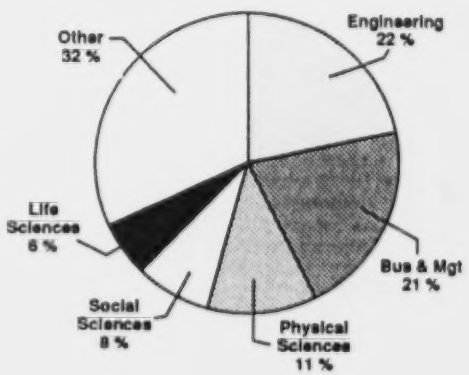


FIGURE 4. UA System Market-Based Faculty Salary Adjustment Results

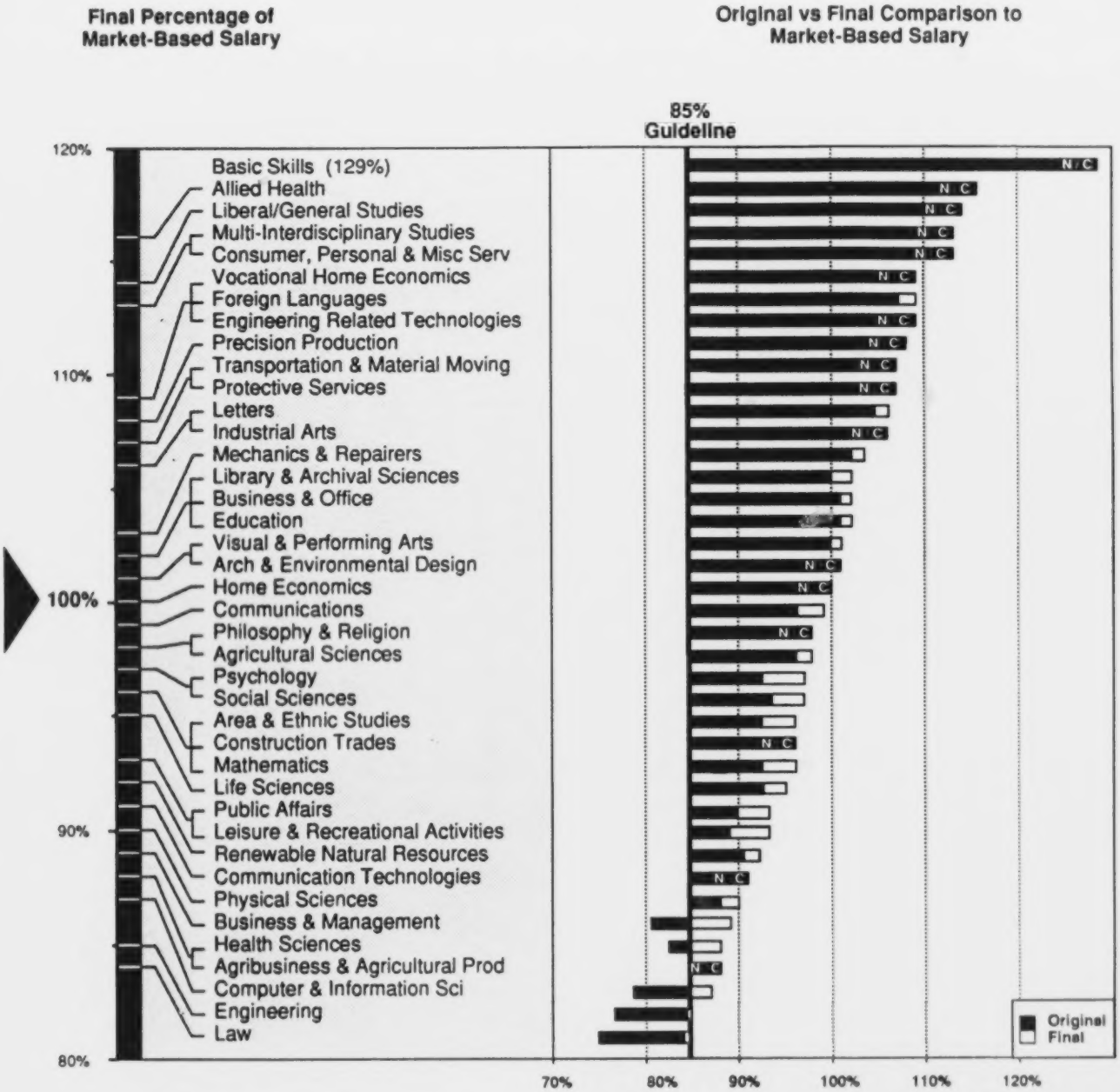


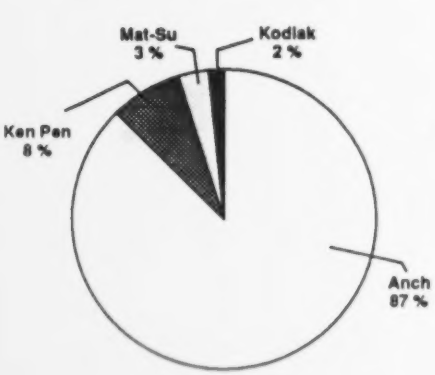
FIGURE 5. UAA Market-Based Faculty Salary Adjustment Results

UAA	N	Original % of Market-Based Salary	Final % of Market-Based Salary	Avg Time in Rank	RANK				SEX			RACE			AVG AGE
					Prof	Assoc Prof	Asst Prof	Instr	F	M	Vacant	White	Non-White	Vacant	
Agricultural Sciences	1	87 %	87 %	3	0	1	0	0	0	1	0	1	0	0	46
Allied Health	7	109 %	109 %	4	0	4	2	1	7	0	0	7	0	0	40
Architecture & Environ Design	1	112 %	112 %	5	0	0	0	1	1	0	0	1	0	0	35
Basic Skills	6	132 %	132 %	3	0	3	0	3	5	1	0	5	1	0	46
Business & Office	14	101 %	102 %	4	0	11	1	2	9	3	2	12	0	2	45
Business & Management	32	82 %	90 %	3	8	12	6	6	8	24	0	28	4	0	44
Communications	3	91 %	98 %	2	1	0	2	0	1	2	0	3	0	0	50
Computer & Info Sciences	6	72 %	85 %	4	0	3	2	1	1	5	0	6	0	0	45
Education	39	102 %	102 %	4	5	20	11	3	19	18	2	34	3	2	46
Engineering	13	77 %	88 %	2	7	2	3	1	0	13	0	12	1	0	43
Engineering Related Tech	23	115 %	115 %	4	0	5	6	12	0	22	1	21	1	1	44
Foreign Languages	4	110 %	110 %	1	0	2	0	2	2	2	0	2	2	0	52
Health Sciences	30	85 %	90 %	2	1	10	16	3	24	4	2	24	4	2	42
Industrial Arts	1	106 %	106 %	4	0	1	0	0	0	1	0	1	0	0	46
Law	2	75 %	84 %	6	0	2	0	0	0	2	0	2	0	0	47
Letters	28	111 %	111 %	3	1	18	5	4	13	15	0	28	0	0	45
Library & Archival Sciences	11	106 %	106 %	3	0	9	2	0	6	5	0	9	2	0	49
Life Sciences	12	90 %	94 %	4	4	5	1	2	4	8	0	12	0	0	47
Mathematics	17	96 %	99 %	3	1	9	6	1	6	10	1	15	1	1	47
Mechanics & Repairers	11	98 %	99 %	3	0	8	0	3	0	11	0	10	1	0	44
Philosophy & Religion	3	104 %	105 %	4	0	3	0	0	0	3	0	3	0	0	44
Physical Sciences	10	97 %	100 %	3	1	7	0	2	4	6	0	8	2	0	45
Precision Production	4	106 %	106 %	4	0	0	2	2	1	2	1	3	0	1	42
Protective Services	7	108 %	108 %	1	1	1	4	1	2	3	2	5	0	2	42
Psychology	16	92 %	97 %	3	8	7	1	0	5	11	0	16	0	0	48
Public Affairs	11	96 %	97 %	1	1	6	3	1	4	4	3	8	0	3	43
Social Sciences	39	94 %	97 %	4	8	27	3	1	4	34	1	37	1	1	44
Transportation & Material Moving	3	108 %	108 %	5	0	2	1	0	0	3	0	3	0	0	47
Visual & Performing Arts	26	101 %	102 %	2	4	7	12	3	6	18	2	22	2	2	41
Vocational Home Economics	3	109 %	109 %	3	0	3	0	0	1	2	0	2	1	0	51
TOTAL UAA	383	96%	99%	3	51	188	89	55	133	233	17	340	26	17	45
Anchorage Campus															
Allied Health	7	109 %	109 %	4	0	4	2	1	7	0	0	7	0	0	40
Architecture & Environ Design	1	112 %	112 %	5	0	0	0	1	1	0	0	1	0	0	35
Basic Skills	4	126 %	126 %	3	0	3	0	1	3	1	0	3	1	0	49
Business & Management	27	81 %	89 %	2	8	10	5	4	7	20	0	23	4	0	44
Business & Office	10	103 %	104 %	5	0	8	1	1	6	2	2	8	0	2	44
Communications	3	91 %	98 %	2	1	0	2	0	1	2	0	3	0	0	50
Computer & Info Sciences	5	72 %	85 %	3	0	2	2	1	1	4	0	5	0	0	43
Education	35	101 %	102 %	4	5	16	11	3	17	16	2	31	2	2	46
Engineering	13	77 %	88 %	2	7	2	3	1	0	13	0	12	1	0	43
Engineering Related Tech	14	114 %	114 %	4	0	3	4	7	0	13	1	13	0	1	42
Foreign Languages	4	110 %	110 %	1	0	2	0	2	2	2	0	2	2	0	52
Health Sciences	30	85 %	90 %	2	1	10	16	3	24	4	2	24	4	2	42
Law	2	75 %	84 %	3	0	2	0	0	0	2	0	2	0	0	47
Letters	23	110 %	111 %	3	1	14	5	3	11	12	0	23	0	0	44
Library & Archival Sciences	8	102 %	102 %	4	0	6	2	0	3	5	0	7	1	0	47
Life Sciences	11	89 %	93 %	3	4	4	1	2	4	7	0	11	0	0	46
Mathematics	14	95 %	98 %	4	1	7	5	1	4	10	0	13	1	0	47
Mechanics & Repairers	9	97 %	99 %	4	0	7	0	2	0	9	0	8	1	0	44
Philosophy & Religion	3	104 %	105 %	4	0	3	0	0	0	3	0	3	0	0	44
Physical Sciences	9	94 %	98 %	3	1	7	0	1	3	6	0	7	2	0	45
Precision Production	2	99 %	99 %	5	0	0	2	0	1	1	0	2	0	0	40
Protective Services	7	108 %	108 %	1	1	1	4	1	2	3	2	5	0	2	42
Psychology	15	91 %	96 %	3	8	6	1	0	4	11	0	15	0	0	48
Public Affairs	11	96 %	97 %	1	1	6	3	1	4	4	3	8	0	3	43
Social Sciences	38	94 %	96 %	4	8	26	3	1	4	33	1	36	1	1	44
Transportation & Material Moving	3	108 %	108 %	5	0	2	1	0	0	3	0	3	0	0	47
Visual & Performing Arts	24	98 %	100 %	2	4	7	11	2	6	16	2	20	2	2	40
Vocational Home Economics	3	109 %	109 %	3	0	3	0	0	1	2	0	2	1	0	51
Subtotal	335	95%	98%	3	51	161	84	39	116	204	15	297	23	15	44

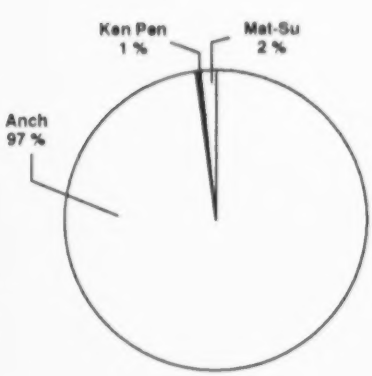
FIGURE 5. UAA Market-Based Faculty Salary Adjustment Results

UAA (cont.)	N	Original % of Market-Based Salary	Final % of Market-Based Salary	Avg Time in Rank	RANK Prof	RANK Assoc Prof	RANK Asst Prof	RANK Instr	SEX F	SEX M	SEX Vacant	RACE White	RACE Non-White	RACE Vacant	AVG AGE
Kenai Peninsula College															
Basic Skills	1	167 %	167 %	0	0	0	0	1	1	0	0	1	0	0	38
Business & Management	3	97 %	97 %	5	0	1	1	1	1	2	0	3	0	0	43
Business & Office	4	96 %	97 %	3	0	3	0	1	3	1	0	4	0	0	46
Education	3	117 %	117 %	3	0	3	0	0	2	1	0	3	0	0	42
Engineering Related Tech	7	115 %	115 %	4	0	2	1	4	0	7	0	7	0	0	46
Letters	1	110 %	110 %	5	0	1	0	0	0	1	0	1	0	0	41
Library & Archival Sciences	1	120 %	120 %	6	0	1	0	0	1	0	0	1	0	0	65
Life Sciences	1	101 %	101 %	9	0	1	0	0	0	1	0	1	0	0	48
Mathematics	1	113 %	113 %	2	0	0	1	0	1	0	0	1	0	0	46
Physical Sciences	1	132 %	132 %	1	0	0	0	1	1	0	0	1	0	0	43
Precision Production	2	117 %	117 %	2	0	0	0	2	0	1	1	1	0	1	46
Psychology	1	111 %	111 %	4	0	1	0	0	1	0	0	1	0	0	55
Social Sciences	1	115 %	115 %	7	0	1	0	0	0	1	0	1	0	0	41
Visual & Performing Arts	2	143 %	143 %	2	0	0	1	1	0	2	0	2	0	0	51
Subtotal	**29**	**112%**	**112%**	**4**	**0**	**14**	**4**	**11**	**11**	**17**	**1**	**28**	**0**	**1**	**46**
Kodiak College															
Basic Skills	1	134 %	134 %	6	0	0	0	1	1	0	0	1	0	0	42
Industrial Arts	1	106 %	106 %	6	0	1	0	0	0	1	0	1	0	0	46
Letters	2	122 %	122 %	5	0	1	0	1	0	2	0	2	0	0	47
Library & Archival Sciences	1	123 %	123 %	3	0	1	0	0	1	0	0	1	0	0	48
Mathematics	1	96 %	96 %	4	0	1	0	0	1	0	0	1	0	0	46
Subtotal	**6**	**115%**	**115%**	**5**	**0**	**4**	**0**	**2**	**3**	**3**	**0**	**6**	**0**	**0**	**46**
Mat-Su College															
Agricultural Sciences	1	87 %	87 %	3	0	1	0	0	0	1	0	1	0	0	46
Business & Management	2	87 %	88 %	6	0	1	0	1	0	2	0	2	0	0	43
Computer & Info Sciences	1	71 %	85 %	9	0	1	0	0	0	1	0	1	0	0	51
Education	1	97 %	97 %	6	0	1	0	0	0	1	0	0	1	0	57
Engineering Related Tech	2	121 %	121 %	1	0	0	1	1	0	2	0	1	1	0	45
Letters	2	105 %	105 %	2	0	2	0	0	2	0	0	2	0	0	50
Library & Archival Sciences	1	110 %	110 %	6	0	1	0	0	1	0	0	0	1	0	44
Mathematics	1	99 %	99 %	0	0	1	0	0	0	0	1	0	0	1	0
Mechanics & Repairers	2	103 %	103 %	4	0	1	0	1	0	2	0	2	0	0	44
Subtotal	**13**	**98%**	**99%**	**4**	**0**	**9**	**1**	**3**	**3**	**9**	**1**	**9**	**3**	**1**	**47**

Faculty Distribution by Institution



Market Dollar Distribution by Institution



Market Dollar Distribution by Discipline

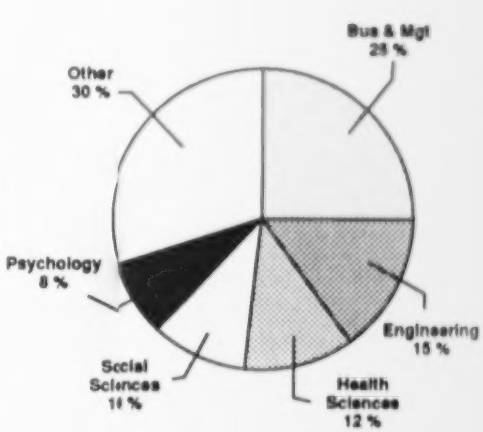


FIGURE 5. UAA Market-Based Faculty Salary Adjustment Results

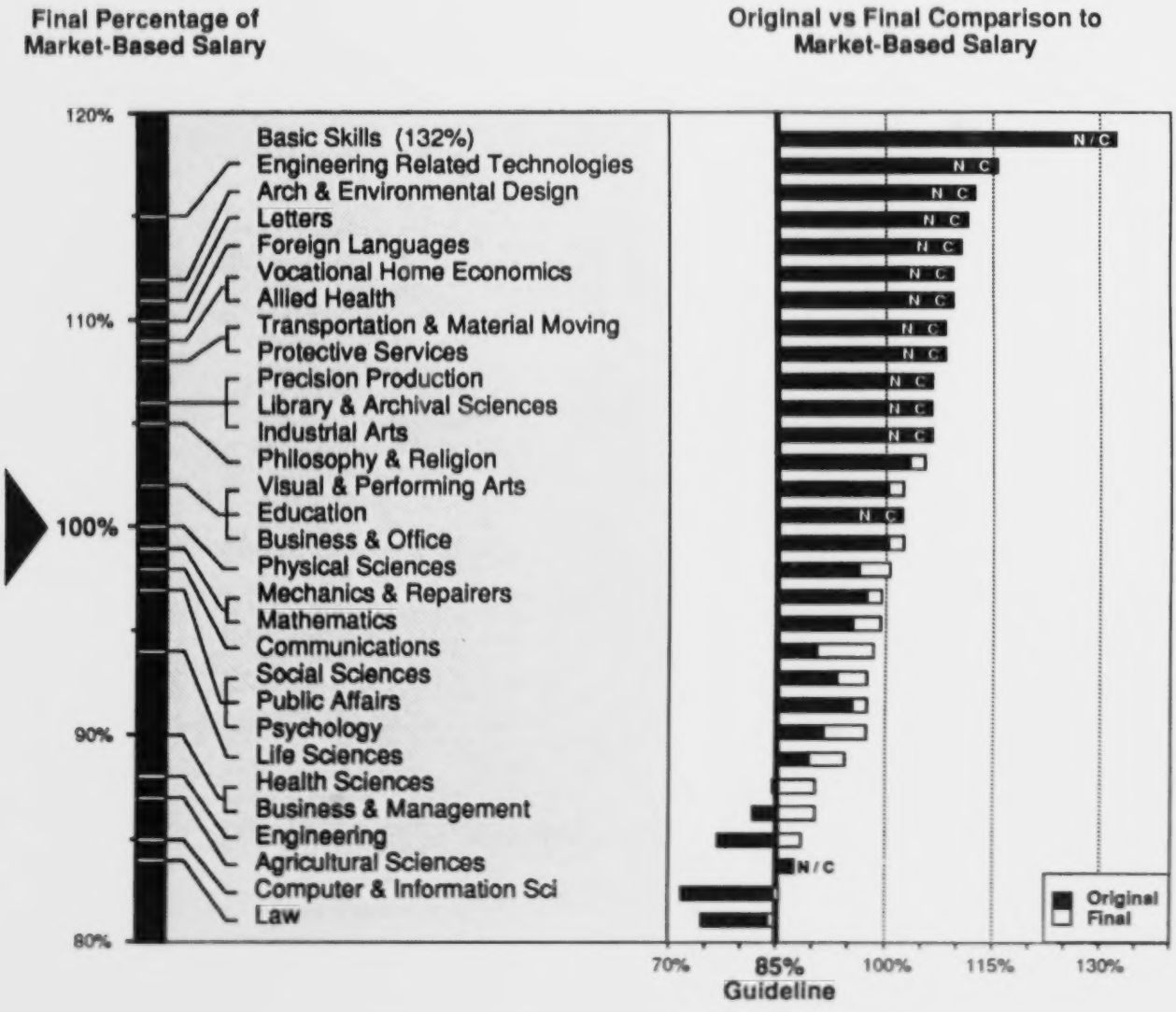
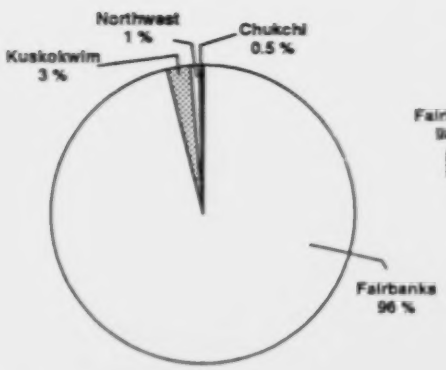


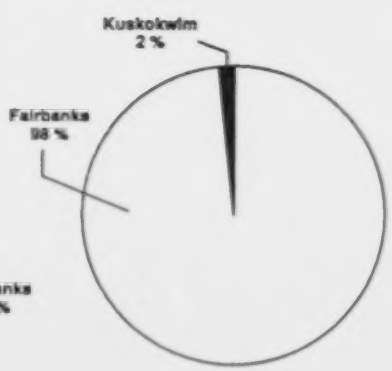
FIGURE 6. UAF Market-Based Faculty Salary Adjustment Results

UAF	N	Original % of Market-Based Salary	Final % of Market-Based Salary	Avg Time In Rank	RANK Prof	Assoc Prof	Asst Prof	Instr	SEX F	M	Vacant	RACE White	Non-White	Vacant	AVG AGE
Agribusiness & Agriculture Prod	5	88 %	88 %	2	0	3	1	1	2	3	0	5	0	0	38
Agricultural Sciences	18	97 %	98 %	3	5	7	5	1	0	15	3	14	1	3	45
Allied Health	2	141 %	141 %	3	0	1	0	1	1	1	0	1	1	0	42
Architecture & Environ Design	1	95 %	95 %	3	0	0	1	0	0	1	0	1	0	0	42
Area And Ethnic Studies	7	93 %	96 %	4	0	2	4	1	4	3	0	6	1	0	41
Business & Management	28	79 %	87 %	3	7	16	5	0	6	22	0	27	1	0	45
Business & Office	3	107 %	107 %	3	0	2	0	1	3	0	0	3	0	0	47
Communications	11	98 %	99 %	3	0	3	5	3	3	8	0	11	0	0	36
Communications Technologies	1	91 %	91 %	2	0	0	1	0	0	1	0	1	0	0	41
Computer & Information Sci	11	80 %	86 %	3	4	3	4	0	2	7	2	8	1	2	46
Consumer, Personal & Misc Svr	1	113 %	113 %	1	0	0	0	1	0	1	0	1	0	0	48
Education	42	99 %	101 %	3	3	11	14	14	17	21	4	29	9	4	45
Engineering	59	77 %	85 %	2	17	19	18	5	0	52	7	44	8	7	44
Engineering Related Tech	5	93 %	93 %	3	1	2	1	1	0	5	0	4	1	0	46
Foreign Languages	15	109 %	110 %	1	3	6	3	3	6	6	3	8	4	3	47
Health Sciences	8	75 %	78 %	4	2	2	0	4	2	6	0	7	1	0	45
Home Economics	11	100 %	100 %	1	0	7	2	2	9	1	1	10	0	1	46
Letters	22	99 %	101 %	6	6	7	6	3	8	14	0	21	1	0	45
Liberal/General Studies	1	114 %	114 %	3	0	1	0	0	0	1	0	1	0	0	46
Library & Archival Sciences	22	98 %	100 %	2	2	10	10	0	9	13	0	22	0	0	46
Life Sciences	42	93 %	96 %	3	15	17	9	1	2	31	9	32	1	9	44
Mathematics	21	90 %	93 %	3	5	7	5	4	3	17	1	18	2	1	45
Mechanics & Repairers	4	108 %	108 %	0	0	1	2	1	0	4	0	4	0	0	49
Multi-Interdisciplinary Studies	4	113 %	113 %	3	0	0	0	4	2	2	0	4	0	0	40
Philosophy & Religion	4	94 %	94 %	2	2	1	1	0	1	3	0	4	0	0	51
Physical Sciences	93	87 %	90 %	2	48	27	15	3	6	75	12	70	11	12	48
Protective Services	1	105 %	105 %	4	0	0	1	0	0	1	0	1	0	0	49
Psychology	10	92 %	97 %	3	5	3	2	0	2	7	1	9	0	1	46
Public Affairs	4	75 %	82 %	1	1	0	2	1	3	1	0	4	0	0	47
Renewable Natural Resources	31	91 %	92 %	4	8	8	13	2	4	25	2	26	3	2	45
Social Sciences	39	92 %	95 %	5	13	15	11	0	9	29	1	33	5	1	45
Transportation & Material Moving	1	97 %	97 %	1	0	1	0	0	0	0	1	0	0	1	-
Visual & Performing Arts	26	99 %	99 %	3	14	5	6	1	5	18	3	20	3	3	45
Vocational Home Economics	2	110 %	110 %	3	0	1	0	1	1	1	0	1	1	0	51
TOTAL UAF	555	90%	93%	3	161	188	147	59	110	395	50	450	55	50	45

Faculty Distribution by Institution



Market Dollar Distribution by Institution



Market Dollar Distribution by Discipline

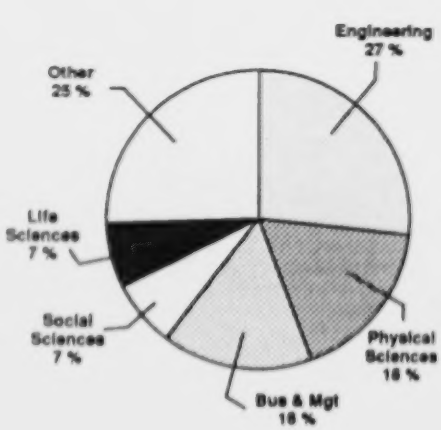


FIGURE 6. UAF Market-Based Faculty Salary Adjustment Results

UAF (cont.)	N	Original % of Market-Based Salary	Final % of Market-Based Salary	Avg Time in Rank	RANK				SEX			RACE			AVG AGE
					Prof	Assoc Prof	Asst Prof	Instr	F	M	Vacant	White	Non-White	Vacant	
Fairbanks Campus															
Agribusiness & Agriculture Prod	5	88 %	88 %	2	0	3	1	1	2	3	0	5	0	0	38
Agricultural Sciences	18	97 %	98 %	3	5	7	5	1	0	15	3	14	1	3	45
Architecture And Environ Design	1	95 %	95 %	3	0	0	1	0	0	1	0	1	0	0	42
Area And Ethnic Studies	7	93 %	96 %	4	0	2	4	1	4	3	0	6	1	0	41
Business & Management	26	79 %	87 %	3	7	14	5	0	6	20	0	25	1	0	45
Business & Office	3	107 %	107 %	3	0	2	0	1	3	0	0	3	0	0	47
Communications	11	98 %	99 %	3	0	3	5	3	3	8	0	11	0	0	36
Communications Technologies	1	91 %	91 %	2	0	0	1	0	0	1	0	1	0	0	41
Computer & Information Sci	11	80 %	86 %	3	4	3	4	0	2	7	2	8	1	2	46
Consumer, Personal & Misc Srv	1	113 %	113 %	1	0	0	0	1	0	1	0	1	0	0	48
Education	40	99 %	101 %	2	3	10	14	13	16	20	4	27	9	4	44
Engineering	59	77 %	85 %	2	17	19	18	5	0	52	7	44	8	7	44
Engineering Related Tech	4	89 %	91 %	3	1	1	1	1	0	4	0	3	1	0	45
Foreign Languages	13	108 %	109 %	1	3	5	2	3	5	5	3	7	3	3	47
Health Sciences	4	76 %	76 %	1	2	0	0	2	2	2	0	4	0	0	51
Home Economics	11	100 %	100 %	3	0	7	2	2	9	1	1	10	0	1	46
Letters	21	97 %	100 %	3	6	7	6	2	8	13	0	20	1	0	45
Library & Archival Sciences	21	98 %	99 %	3	2	9	10	0	8	13	0	21	0	0	46
Life Sciences	42	93 %	96 %	2	15	17	9	1	2	31	9	32	1	9	44
Mathematics	21	90 %	93 %	2	5	7	5	4	3	17	1	18	2	1	45
Mechanics & Repairers	4	108 %	108 %	5	0	1	2	1	0	4	0	4	0	0	49
Philosophy & Religion	4	94 %	94 %	3	2	1	1	0	1	3	0	4	0	0	51
Physical Sciences	92	87 %	90 %	3	48	26	15	3	6	74	12	69	11	12	49
Protective Services	1	105 %	105 %	1	0	0	1	0	0	1	0	1	0	0	49
Psychology	10	92 %	97 %	4	5	3	2	0	2	7	1	9	0	1	46
Public Affairs	4	75 %	82 %	1	1	0	2	1	3	1	0	4	0	0	47
Renewable Natural Resources	31	91 %	92 %	4	8	8	13	2	4	25	2	26	3	2	45
Social Sciences	39	92 %	95 %	3	13	15	11	0	9	29	1	33	5	1	45
Visual & Performing Arts	26	99 %	99 %	3	14	5	6	1	5	18	3	20	3	3	45
Vocational Home Economics	2	110 %	110 %	6	0	1	0	1	1	1	0	1	1	0	51
Subtotal	**533**	**90%**	**93%**	**3**	**161**	**176**	**146**	**50**	**104**	**380**	**49**	**432**	**52**	**49**	**45**
Chukchi College															
Letters	1	124 %	124 %	0	0	0	0	1	0	1	0	1	0	0	36
Multi-Interdisciplinary Studies	2	102 %	102 %	4	0	0	0	2	1	1	0	2	0	0	36
Subtotal	**3**	**110%**	**110%**	**2**	**0**	**0**	**0**	**3**	**1**	**2**	**0**	**3**	**0**	**0**	**36**
Kuskokwim College															
Allied Health	1	121 %	121 %	4	0	1	0	0	1	0	0	0	1	0	47
Business & Management	2	83 %	85 %	4	0	2	0	0	0	2	0	2	0	0	46
Education	1	94 %	100 %	2	0	1	0	0	0	1	0	1	0	0	41
Foreign Languages	1	116 %	116 %	3	0	0	1	0	1	0	0	0	1	0	44
Health Sciences	4	73 %	79 %	1	0	2	0	2	0	4	0	3	1	0	39
Liberal/General Studies	1	114 %	114 %	3	0	1	0	0	0	1	0	1	0	0	46
Library & Archival Sciences	1	111 %	111 %	1	0	1	0	0	1	0	0	1	0	0	46
Multi-Interdisciplinary Studies	1	131 %	131 %	1	0	0	0	1	1	0	0	1	0	0	43
Physical Sciences	1	80 %	80 %	3	0	1	0	0	0	1	0	1	0	0	42
Transportation & Material Moving	1	97 %	97 %	0	0	1	0	0	0	0	1	0	0	1	-
Subtotal	**14**	**95%**	**97%**	**2**	**0**	**10**	**1**	**3**	**4**	**9**	**1**	**10**	**3**	**1**	**43**
Northwest College															
Allied Health	1	181 %	181 %	3	0	0	0	1	0	1	0	1	0	0	37
Education	1	106 %	106 %	3	0	0	0	1	1	0	0	1	0	0	50
Engineering Related Tech	1	101 %	101 %	2	0	1	0	0	0	1	0	1	0	0	51
Foreign Languages	1	116 %	116 %	2	0	1	0	0	0	1	0	1	0	0	47
Multi-Interdisciplinary Studies	1	116 %	116 %	2	0	0	0	1	0	1	0	1	0	0	44
Subtotal	**5**	**116%**	**116%**	**2**	**0**	**2**	**0**	**3**	**1**	**4**	**0**	**5**	**0**	**0**	**46**

FIGURE 6. UAF Market-Based Faculty Salary Adjustment Results

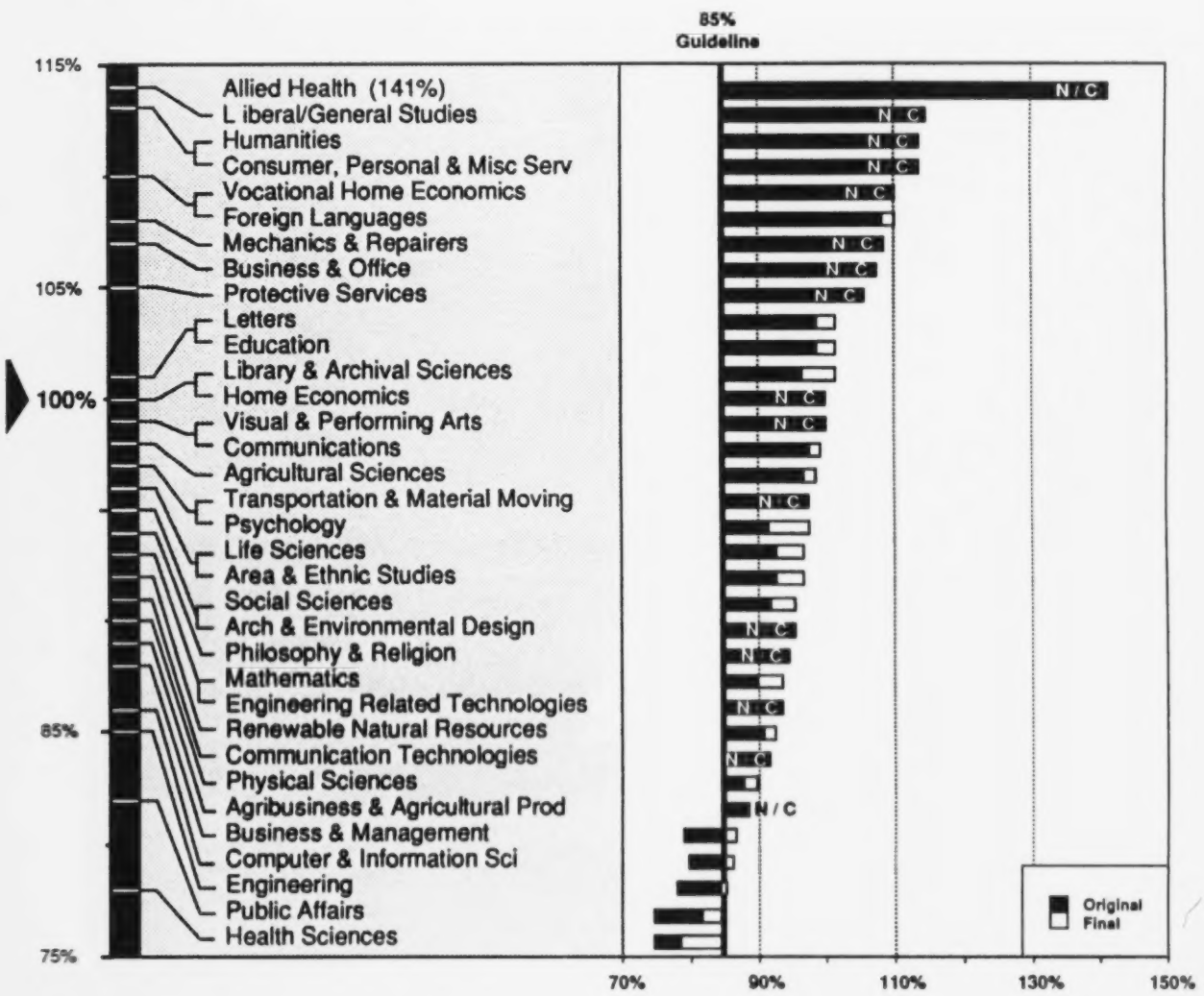
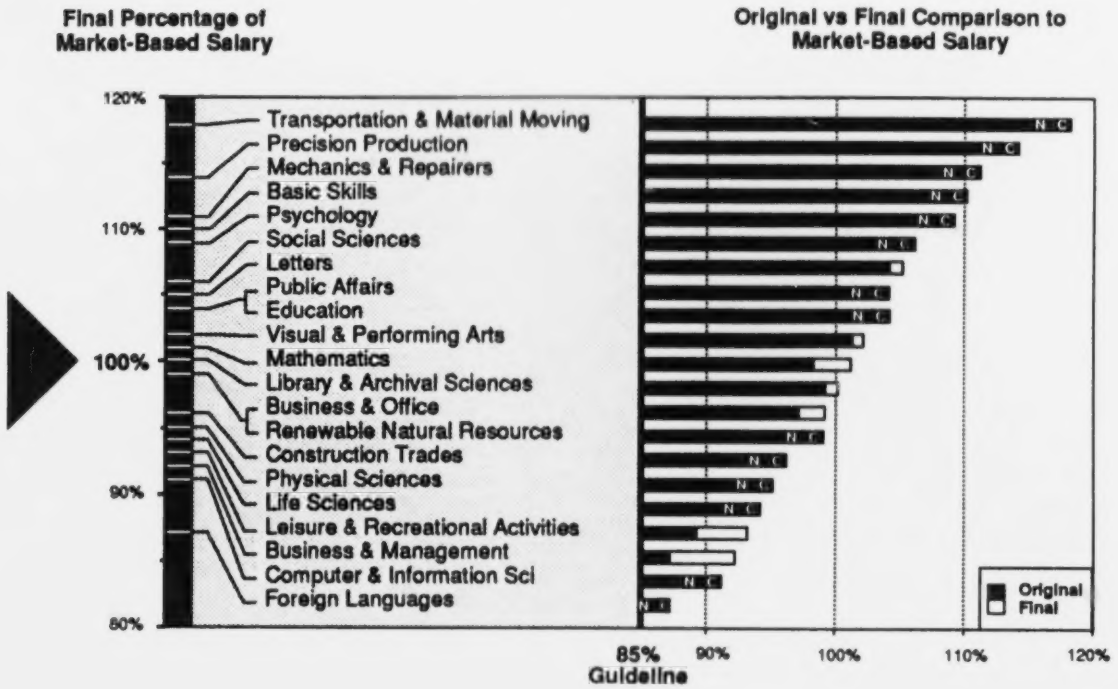
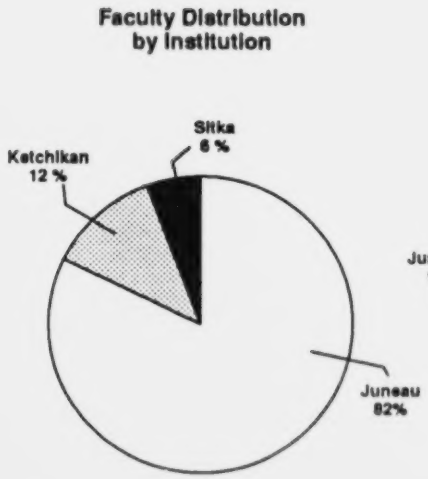


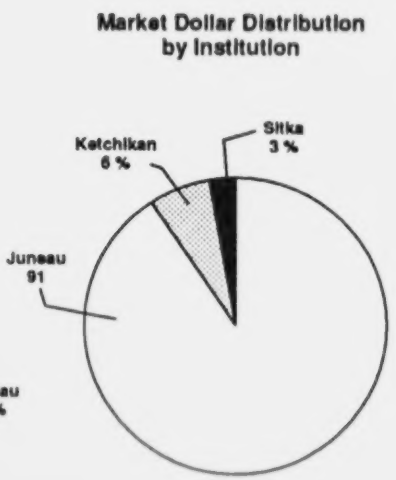
FIGURE 7. UAS Market-Based Faculty Salary Adjustment Results

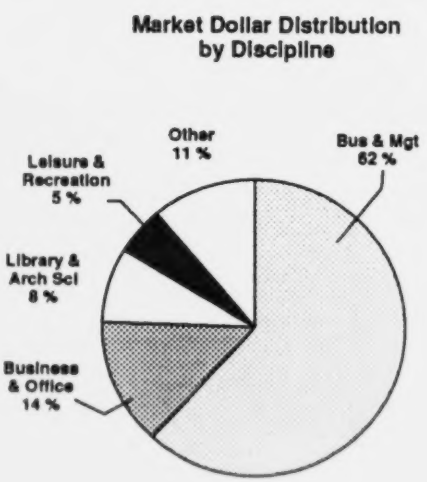
UAS	N	Original % of Market-Based Salary	Final % of Market-Based Salary	Avg Time in Rank	RANK				SEX			RACE			AVG AGE
					Prof	Assoc Prof	Asst Prof	Instr	F	M	Vacant	White	Non-White	Vacant	
Basic Skills	1	110 %	110 %	0	0	0	1	0	0	0	1	0	0	1	-
Business & Management	12	87 %	92 %	4	1	6	5	0	1	10	1	7	4	1	45
Business & Office	7	97 %	99 %	3	0	5	1	1	4	2	1	6	0	1	46
Computer & Information Sci	3	91 %	91 %	3	0	0	3	0	0	3	0	2	1	0	42
Construction Trades	1	96 %	96 %	2	0	1	0	0	0	1	0	1	0	0	43
Education	8	104 %	104 %	3	2	3	3	0	3	4	1	7	0	1	46
Foreign Languages	1	87 %	87 %	0	0	0	0	1	1	0	0	1	0	0	39
Leisure & Rec Activities	2	89 %	93 %	2	0	0	0	2	1	1	0	2	0	0	47
Letters	8	104 %	105 %	4	0	4	4	0	3	4	1	7	0	1	43
Library & Archival Sciences	5	99 %	100 %	3	0	3	1	1	3	2	0	5	0	0	41
Life Sciences	2	94 %	94 %	0	0	2	0	0	1	0	1	1	0	1	43
Mathematics	2	98 %	101 %	2	0	0	2	0	1	1	0	2	0	0	43
Mechanics & Repairers	4	111 %	111 %	2	0	0	2	2	0	4	0	3	1	0	45
Physical Sciences	4	95 %	95 %	4	0	2	2	0	0	3	1	3	0	1	46
Precision Production	2	114 %	114 %	2	0	0	0	2	0	1	1	1	0	1	38
Psychology	2	109 %	109 %	7	0	2	0	0	0	2	0	2	0	0	48
Public Affairs	1	104 %	104 %	6	0	0	1	0	1	0	0	1	0	0	45
Renewable Natural Resources	1	99 %	99 %	9	1	0	0	0	0	1	0	1	0	0	60
Social Sciences	8	106 %	106 %	5	2	5	1	0	3	5	0	8	0	0	47
Transportation & Material Moving	2	118 %	118 %	1	0	0	2	0	0	1	1	1	0	1	58
Visual & Performing Arts	8	101 %	102 %	2	2	3	3	0	3	5	0	7	1	0	45
TOTAL UAS	**84**	**99%**	**101%**	**3**	**8**	**36**	**31**	**9**	**25**	**50**	**9**	**68**	**7**	**9**	**45**
Juneau Campus															
Basic Skills	1	110 %	110 %	0	0	0	1	0	0	0	1	0	0	1	-
Business & Management	10	86 %	93 %	6	1	5	4	0	1	8	1	5	4	1	44
Business & Office	4	98 %	99 %	3	0	3	1	0	2	1	1	3	0	1	46
Computer & Information Sci	3	91 %	91 %	3	0	0	3	0	0	3	0	2	1	0	42
Construction Trades	1	96 %	96 %	2	0	1	0	0	0	1	0	1	0	0	43
Education	8	104 %	104 %	3	2	3	3	0	3	4	1	7	0	1	46
Foreign Languages	6	104 %	105 %	0	0	3	3	0	3	2	1	5	0	1	42
Leisure & Rec Activities	2	89 %	93 %	2	0	0	0	2	1	1	0	2	0	0	47
Letters	1	87 %	87 %	5	0	0	0	1	1	0	0	1	0	0	39
Library & Archival Sciences	4	95 %	97 %	1	0	2	1	1	3	1	0	4	0	0	40
Life Sciences	2	94 %	94 %	0	0	2	0	0	1	0	1	1	0	1	43
Mathematics	2	98 %	101 %	2	0	0	2	0	1	1	0	2	0	0	43
Mechanics & Repairers	3	111 %	111 %	2	0	0	2	1	0	3	0	2	1	0	40
Physical Sciences	4	95 %	95 %	4	0	2	2	0	0	3	1	3	0	1	46
Precision Production	1	120 %	120 %	0	0	0	0	1	0	0	1	0	0	1	-
Public Affairs	1	104 %	104 %	6	0	0	1	0	1	0	0	1	0	0	45
Renewable Natural Resources	1	99 %	99 %	9	1	0	0	0	0	1	0	1	0	0	60
Social Sciences	6	106 %	106 %	5	2	3	1	0	2	4	0	6	0	0	47
Transportation & Material Moving	2	118 %	118 %	1	0	0	2	0	0	1	1	1	0	1	58
Visual & Performing Arts	7	101 %	101 %	2	2	2	3	0	3	4	0	6	1	0	46
Subtotal	**69**	**98%**	**100%**	**3**	**8**	**26**	**29**	**6**	**22**	**38**	**9**	**53**	**7**	**9**	**45**
Ketchikan Campus															
Business & Management	1	88 %	88 %	3	0	0	1	0	0	1	0	1	0	0	52
Business & Office	2	100 %	103 %	3	0	1	0	1	1	1	0	2	0	0	47
Letters	1	98 %	98 %	1	0	1	0	0	0	1	0	1	0	0	50
Library & Archival Sciences	1	108 %	108 %	9	0	1	0	0	0	1	0	1	0	0	45
Mechanics & Repairers	1	110 %	110 %	3	0	0	0	1	0	1	0	1	0	0	60
Precision Production	1	108 %	108 %	4	0	0	0	1	0	1	0	1	0	0	38
Psychology	1	106 %	106 %	5	0	1	0	0	0	1	0	1	0	0	51
Social Sciences	2	108 %	108 %	3	0	2	0	0	1	1	0	2	0	0	48
Subtotal	**10**	**103%**	**104%**	**4**	**0**	**6**	**1**	**3**	**2**	**8**	**0**	**10**	**0**	**0**	**49**
Sitka Campus															
Business & Management	1	90 %	93 %	6	0	1	0	0	0	1	0	1	0	0	46
Business & Office	1	93 %	93 %	5	0	1	0	0	1	0	0	1	0	0	47
Letters	1	115 %	115 %	3	0	0	1	0	0	1	0	1	0	0	42
Psychology	1	112 %	112 %	8	0	1	0	0	0	1	0	1	0	0	45
Visual & Performing Arts	1	105 %	105 %	1	0	1	0	0	0	1	0	1	0	0	42
Subtotal	**5**	**103%**	**103%**	**5**	**0**	**4**	**1**	**0**	**1**	**4**	**0**	**5**	**0**	**0**	**44**

FIGURE 7. UAS Market-Based Faculty Salary Adjustment Results








Market Dollar Distribution by Discipline
Other 11 %
Bus & Mgt 62 %
Leisure & Recreation 5 %
Library & Arch Sci 8 %
Business & Office 14 %

APPENDIX A

OKLAHOMA STATE UNIVERSITY
& CUPA-AASCU FACULTY SALARY SURVEY
MARKET DATA BY RANK AND DISCIPLINE

OKLAHOMA STATE FY88 Faculty Market Data by Rank and Discipline

LOOKUP TABLE: OKLAHOMA FACULTY SALARY SURVEY
FACULTY SALARY BY RANK AND TEACHING DISCIPLINE

UA teaching discipline CIP code	Okla teaching discipline CIP code	Professor 10	Associate Professor 20	Assistant Professor 30	Instructor 40	USDOE CIP Title Classification of Instructional Programs
010100	010101	$47,814	$35,013	$20,712	$26,591	Agribusiness & Agriculture Production
010101	010101	$47,814	$35,013	$20,712	$26,591	Agribusiness & Agriculture Production
010103	010103	$47,109	$37,572	$31,225	$23,093	Agricultural Economics
010600	010601	$44,499	$34,404	$28,587	$23,478	Horticulture, General
010601	010601	$44,499	$34,404	$28,587	$23,478	Horticulture, General
020000	020000	$45,684	$35,274	$30,056	$21,256	Agricultural Sciences
020101	020101	$50,135	$39,287	$29,552	$20,126	Agricultural Sciences, General
020200	020201	$45,102	$35,061	$29,780	$19,125	Animal Sciences, General
020201	020201	$45,102	$35,061	$29,780	$19,125	Animal Sciences, General
020208	020201	$45,102	$35,061	$29,780	$19,125	Animal Sciences, General
020300	020301	$47,276	$36,464	$31,386	$23,084	Food Sciences, General
020400	020401	$45,167	$35,998	$28,951	$23,332	Plant Sciences, General
020401	020401	$45,167	$35,998	$28,951	$23,332	Plant Sciences, General
020402	020402	$46,061	$34,580	$30,344	$23,572	Agronomy
030100	030101	$47,326	$37,130	$30,743	$20,626	Renewable Natural Resources, General
030101	030101	$47,326	$37,130	$30,743	$20,626	Renewable Natural Resources, General
030300	030301	$46,464	$35,322	$31,419	$25,510	Fishing And Fisheries, General
030301	030301	$46,464	$35,322	$31,419	$25,510	Fishing And Fisheries, General
030304	030301	$46,464	$35,322	$31,419	$25,510	Fishing And Fisheries, General
030500	030501	$43,828	$35,084	$29,957	$23,612	Forestry & Related Sciences, General
030501	030501	$43,828	$35,084	$29,957	$23,612	Forestry & Related Sciences, General
030506	030501	$43,828	$35,084	$29,957	$23,612	Forestry & Related Sciences, General
030599	030501	$43,828	$35,084	$29,957	$23,612	Forestry & Related Sciences, General
030600	030601	$43,348	$34,341	$28,331		Wildlife Management
030601	030601	$43,348	$34,341	$28,331	$24,951	Wildlife Management
039900	030000	$44,846	$35,658	$30,056	$23,404	Renewable Natural Resources
040501	040501	$40,663	$31,271	$24,467	$22,685	Interior Design
040801	040101	$46,843	$38,291	$29,897	$30,681	Architecture And Environmental Design, General
050200	050000	$47,284	$36,059	$28,286	$23,639	Area And Ethnic Studies
050303	050000	$47,284	$36,059	$28,286	$23,639	Area And Ethnic Studies
059999	050000	$47,284	$36,059	$28,286	$23,639	Area And Ethnic Studies
060000	060000	$57,628	$45,061	$40,761	$26,629	Business And Management
060101	060101	$63,387	$48,247	$42,764	$33,919	Business And Management, General
060200	060201	$58,252	$46,633	$42,924	$26,210	Accounting
060201	060201	$58,252	$46,633	$42,924	$26,210	Accounting
060301	060301	$58,599	$45,650	$42,337	$25,385	Banking And Finance
060400	060401	$55,211	$43,043	$39,551	$25,831	Business Admin & Management, General
060401	060401	$55,211	$43,043	$39,551	$25,831	Business Admin & Management, General
060403	060401	$55,211	$43,043	$39,551	$25,831	Business Admin & Management, General
060404	060401	$55,211	$43,043	$39,551	$25,831	Business Admin & Management, General
060501	060501	$52,228	$40,395	$34,065	$28,385	Business Economics
060601	060000	$57,628	$45,061	$40,761	$26,629	Business And Management
060900	060000	$57,628	$45,061	$40,761	$26,629	Business And Management
060901	060000	$57,628	$45,061	$40,761	$26,629	Business And Management
061200	061201	$56,049	$45,952	$38,630	$21,994	Management Information Systems
061201	061201	$56,049	$45,952	$38,630	$21,994	Management Information Systems
061300	061302	$57,521	$45,540	$40,410	$22,778	Operations Research(Quant. Methods)
061301	061301	$52,742	$42,542	$35,744	$21,753	Business Statistics
061302	061302	$57,521	$45,540	$40,410	$22,778	Operations Research(Quant. Methods)
061399	061399	$56,643	$43,850	$38,465	$33,767	Management Science, Other
061400	061401	$56,405	$44,299	$39,307	$26,307	Marketing Management
061401	061401	$56,405	$44,299	$39,307	$26,307	Marketing Management
061501	060401	$55,211	$43,043	$39,551	$25,831	Business Admin & Management, General
061701	060401	$55,211	$43,043	$39,551	$25,831	Business Admin & Management, General
061801	060401	$55,211	$43,043	$39,551	$25,831	Business Admin & Management, General
061900	060000	$57,628	$45,061	$40,761	$26,629	Business And Management
064501	069999	$67,257	$49,232	$44,511	$30,435	Business & Management, Other
070100	070000	$44,079	$39,111	$28,208	$31,865	Business And Office
070101	079999	$44,079	$39,111	$28,208	$31,865	Business And Office, Other
070102	079999	$44,079	$39,111	$28,208	$31,865	Business And Office, Other
070301	079999	$44,079	$39,111	$28,208	$31,865	Business And Office, Other
070305	079999	$44,079	$39,111	$28,208	$31,865	Business And Office, Other
070601	079999	$44,079	$39,111	$28,208	$31,865	Business And Office, Other
070604	079999	$44,079	$39,111	$28,208	$31,865	Business And Office, Other
070700	079999	$44,079	$39,111	$28,208	$31,865	Business And Office, Other
070701	079999	$44,079	$39,111	$28,208	$31,865	Business And Office, Other
090101	090101	$47,315	$34,272	$27,086	$20,089	Communications, General
090201	090201	$45,959	$37,544	$32,244	$29,375	Advertising
090300	090000	$40,824	$34,815	$28,537	$23,191	Communications
090301	090000	$40,824	$34,815	$28,537	$23,191	Communications
090400	090401	$46,329	$34,949	$29,571	$24,268	Journalism (Mass Communications)

OKLAHOMA STATE FY88 Faculty Market Data by Rank and Discipline

LOOKUP TABLE: OKLAHOMA FACULTY SALARY SURVEY
FACULTY SALARY BY RANK AND TEACHING DISCIPLINE

UA teaching discipline CIP code	Okla teaching discipline CIP code	Professor 10	Associate Professor 20	Assistant Professor 30	Instructor 40	USDOE CIP Title Classification of Instructional Programs
090401	090401	$ 46,329	$ 34,949	$ 29,571	$ 24,268	Journalism (Mass Communications)
090601	090701	$ 50,860	$ 36,415	$ 29,397	$ 25,194	Radio/Televsions General
090700	090701	$ 50,860	$ 36,415	$ 29,397	$ 25,194	Radio/Televsions General
090701	090701	$ 50,860	$ 36,415	$ 29,397	$ 25,194	Radio/Televsions General
100901	159999	$ 45,084	$ 37,170	$ 30,435	$ 24,044	Engineering & Related Tech, Other
110000	110101	$ 59,182	$ 45,976	$ 40,473	$ 26,602	Computer & Information Sci, General
110100	110101	$ 59,182	$ 45,976	$ 40,473	$ 26,602	Computer & Information Sci, General
110101	110101	$ 59,182	$ 45,976	$ 40,473	$ 26,602	Computer & Information Sci, General
110400	110401	$ 55,893	$ 41,479	$ 37,917	$ 24,100	Information Science & Systems
110401	110401	$ 55,893	$ 41,479	$ 37,917	$ 24,100	Information Science & Systems
115060	110401	$ 55,893	$ 41,479	$ 37,917	$ 24,100	Information Science & Systems
130000	130000	$ 44,588	$ 34,732	$ 27,650	$ 21,962	Education
130100	130101	$ 45,685	$ 34,775	$ 27,786	$ 20,400	Education, General
130101	130101	$ 45,685	$ 34,775	$ 27,786	$ 20,400	Education, General
130299	139999	$ 47,417	$ 35,737	$ 28,268	$ 27,100	Education, Other
130403	130401	$ 48,807	$ 38,460	$ 29,203	.	Educ Administration, General
130405	130401	$ 48,807	$ 38,460	$ 29,203	.	Educ Administration, General
130501	139999	$ 47,417	$ 35,737	$ 28,268	$ 27,100	Education, Other
130601	130601	$ 46,490	$ 35,848	$ 29,868	$ 20,128	Evaluation & Research, General
131001	131001	$ 41,097	$ 34,088	$ 23,479	$ 23,796	Special Education, General
131101	131101	$ 42,419	$ 35,217	$ 27,772	$ 24,238	Student Counseling & Personnel Services
131201	131201	$ 49,294	$ 37,938	$ 28,551	$ 29,024	Adult & Continuing Education
131202	131202	$ 45,662	$ 33,231	$ 28,130	$ 22,690	Elementary Education
131204	131202	$ 45,662	$ 33,231	$ 28,130	$ 22,690	Elementary Education
131205	131205	$ 42,201	$ 33,040	$ 27,055	$ 19,218	Secondary Education
131300	131399	$ 42,829	$ 34,107	$ 28,338	$ 21,637	Teacher Education, Spec Subject Other
131301	131301	$ 45,493	$ 37,118	$ 29,811	$ 19,874	Agricultural Education
131309	131309	$ 44,242	$ 36,858	$ 29,806	$ 23,267	Industrial Arts Education
131314	131314	$ 43,956	$ 33,595	$ 27,342	$ 22,174	Physical Education
131315	131315	$ 51,617	$ 35,720	$ 27,454	$ 16,433	Reading Education
131316	131316	$ 44,199	$ 34,939	$ 27,848	$ 21,800	Science Education
131319	131319	$ 40,715	$ 36,628	$ 27,238	$ 29,036	Technical Education
131399	131399	$ 42,829	$ 34,107	$ 28,338	$ 21,637	Teacher Education, Spec Subject Other
139900	139999	$ 47,417	$ 35,737	$ 28,268	$ 27,100	Education, Other
139999	139999	$ 47,417	$ 35,737	$ 28,268	$ 27,100	Education, Other
140100	140101	$ 54,494	$ 40,913	$ 36,005	$ 30,622	Engineering, General
140101	140101	$ 54,494	$ 40,913	$ 36,005	$ 30,622	Engineering, General
140300	140301	$ 49,150	$ 38,782	$ 34,446	$ 23,668	Agricultural Engineering
140301	140301	$ 49,150	$ 38,782	$ 34,446	$ 23,668	Agricultural Engineering
140800	140801	$ 54,012	$ 41,910	$ 37,429	$ 27,878	Civil Engineering
140801	140801	$ 54,012	$ 41,910	$ 37,429	$ 27,878	Civil Engineering
141000	141001	$ 58,562	$ 45,054	$ 40,212	$ 26,419	Electrical, Electronics & Comm Engineering
141001	141001	$ 58,562	$ 45,054	$ 40,212	$ 26,419	Electrical, Electronics & Comm Engineering
141300	149999	$ 56,072	$ 44,445	$ 36,575	$ 28,136	Engineering, Other
141301	149999	$ 56,072	$ 44,445	$ 36,575	$ 28,136	Engineering, Other
141400	141401	$ 54,582	$ 39,439	$ 33,178	$ 23,200	Environmental Health Engineering
141500	149999	$ 56,072	$ 44,445	$ 36,575	$ 28,136	Engineering, Other
141501	149999	$ 56,072	$ 44,445	$ 36,575	$ 28,136	Engineering, Other
141900	141901	$ 56,144	$ 44,426	$ 38,387	$ 28,118	Mechanical Engineering
141901	141901	$ 56,144	$ 44,426	$ 38,387	$ 28,118	Mechanical Engineering
142000	142001	$ 61,128	$ 47,011	$ 38,836	$ 23,743	Metallurgical Engineering
142001	142001	$ 61,128	$ 47,011	$ 38,836	$ 23,743	Metallurgical Engineering
142100	142101	$ 54,029	$ 43,320	$ 36,315	$ 22,201	Mining & Mineral Engineering
142101	142101	$ 54,029	$ 43,320	$ 36,315	$ 22,201	Mining & Mineral Engineering
142500	142501	$ 59,184	$ 44,950	$ 40,169	$ 24,000	Petroleum Engineering
142501	142501	$ 59,184	$ 44,950	$ 40,169	$ 24,000	Petroleum Engineering
142601	149999	$ 56,072	$ 44,445	$ 36,575	$ 28,136	Engineering, Other
149900	149999	$ 56,072	$ 44,445	$ 36,575	$ 28,136	Engineering, Other
149999	149999	$ 56,072	$ 44,445	$ 36,575	$ 28,136	Engineering, Other
150203	150201	$ 40,774	$ 36,380	$ 27,299	$ 16,500	Civil Technology
150300	150302	$ 47,867	$ 39,501	$ 33,166	$ 20,039	Electrical Technology
150303	150302	$ 47,867	$ 39,501	$ 33,166	$ 20,039	Electrical Technology
150504	150000	$ 44,807	$ 36,930	$ 30,906	$ 23,969	Engineering Related Technologies
150599	150000	$ 44,807	$ 36,930	$ 30,906	$ 23,969	Engineering Related Technologies
150602	150000	$ 44,807	$ 36,930	$ 30,906	$ 23,969	Engineering Related Technologies
150610	150000	$ 44,807	$ 36,930	$ 30,906	$ 23,969	Engineering Related Technologies
150901	150000	$ 44,807	$ 36,930	$ 30,906	$ 23,969	Engineering Related Technologies
150903	150000	$ 44,807	$ 36,930	$ 30,906	$ 23,969	Engineering Related Technologies
151001	150000	$ 44,807	$ 36,930	$ 30,906	$ 23,969	Engineering Related Technologies
159900	159999	$ 45,084	$ 37,170	$ 30,435	$ 24,044	Engineering Related Tech, Other
159999	159999	$ 45,084	$ 37,170	$ 30,435	$ 24,044	Engineering Related Tech, Other

OKLAHOMA STATE FY88 Faculty Market Data by Rank and Discipline

LOOKUP TABLE: OKLAHOMA FACULTY SALARY SURVEY
FACULTY SALARY BY RANK AND TEACHING DISCIPLINE

UA teaching discipline CIP code	Okla teaching discipline CIP code	Professor 10	Associate Professor 20	Assistant Professor 30	Instructor 40	USDOE CIP Title Classification of Instructional Programs
160000	160101	$ 40,861	$ 32,109	$ 25,793	$ 20,110	Foreign Languages, Multiple Emphasis
160101	160101	$ 40,861	$ 32,109	$ 25,793	$ 20,110	Foreign Languages, Multiple Emphasis
160300	160399	$ 45,924	$ 34,382	$ 27,628	$ 19,150	Asiatic Languages, Other
160302	160399	$ 45,924	$ 34,382	$ 27,628	$ 19,150	Asiatic Languages, Other
160400	160402	$ 48,467	$ 36,764	$ 28,008	$ 19,771	Russian
160500	160501	$ 48,179	$ 34,602	$ 26,327	$ 22,333	German
160501	160501	$ 48,179	$ 34,602	$ 26,327	$ 22,333	German
160900	160905	$ 49,652	$ 33,500	$ 27,144	$ 20,711	Spanish
160901	160901	$ 48,477	$ 35,072	$ 27,318	$ 19,901	French
160905	160905	$ 49,652	$ 33,500	$ 27,144	$ 20,711	Spanish
161000	169999	$ 40,176	$ 32,018	$ 37,142	$ 19,771	Foreign Languages, Other
161001	169999	$ 40,176	$ 32,018	$ 37,142	$ 19,771	Foreign Languages, Other
170100	170102	.	$ 35,818	$ 27,121	$ 20,792	Dental Hygiene
170101	170102	.	$ 35,818	$ 27,121	$ 20,792	Dental Hygiene
170102	170102	.	$ 35,818	$ 27,121	$ 20,792	Dental Hygiene
170300	170310	$ 37,485	$ 34,823	$ 28,038	$ 21,500	Medical Technology
170309	170310	$ 37,485	$ 34,823	$ 28,038	$ 21,500	Medical Technology
170310	170310	$ 37,485	$ 34,823	$ 28,038	$ 21,500	Medical Technology
170400	170499	$ 42,786	$ 32,597	$ 31,605	$ 15,884	Mental Health/Human Services, Other
170499	170499	$ 42,786	$ 32,597	$ 31,605	$ 15,884	Mental Health/Human Services, Other
170503	170000	$ 55,893	$ 39,232	$ 31,171	$ 24,474	Allied Health
171104	170000	$ 55,893	$ 39,232	$ 31,171	$ 24,474	Allied Health
180700	180701	$ 55,112	$ 41,018	$ 32,022	$ 23,536	Health Care Administration
181030	189999	$ 55,831	$ 45,904	$ 36,083	$ 27,473	Health Sciences, Other
181101	181101	$ 46,852	$ 35,811	$ 29,734	$ 24,092	Nursing, General
181103	189999	$ 55,831	$ 45,904	$ 36,083	$ 27,473	Health Sciences, Other
181104	189999	$ 55,831	$ 45,904	$ 36,083	$ 27,473	Health Sciences, Other
181105	189999	$ 55,831	$ 45,904	$ 36,083	$ 27,473	Health Sciences, Other
181106	189999	$ 55,831	$ 45,904	$ 36,083	$ 27,473	Health Sciences, Other
181107	181107	$ 48,575	$ 40,726	$ 30,244	$ 23,475	Public Health
181199	181199	$ 47,890	$ 35,978	$ 29,129	$ 23,130	Nursing, Other
182401	182401	$ 52,688	$ 42,063	$ 36,238	$ 21,095	Veterinary Medecine
189900	189999	$ 55,831	$ 45,904	$ 36,083	$ 27,473	Health Sciences, Other
189999	189999	$ 55,831	$ 45,904	$ 36,083	$ 27,473	Health Sciences, Other
190000	190000	$ 46,062	$ 34,841	$ 28,701	$ 22,512	Home Economics
190101	190101	$ 45,037	$ 34,241	$ 28,219	$ 23,101	Home Economics, General
190300	190401	$ 47,180	$ 34,308	$ 28,388	$ 17,800	Family/Consumer Resource Mgmt, General
190401	190401	$ 47,180	$ 34,308	$ 28,388	$ 17,800	Family/Consumer Resource Mgmt, General
199900	199999	$ 55,433	$ 40,918	$ 32,583	$ 25,557	Home Economics, Other
199999	199999	$ 55,433	$ 40,918	$ 32,583	$ 25,557	Home Economics, Other
200200	200000	$ 46,757	$ 34,876	$ 29,032	$ 20,970	Vocational Home Economics
200401	200000	$ 46,757	$ 34,876	$ 29,032	$ 20,970	Vocational Home Economics
209999	200000	$ 46,757	$ 34,876	$ 29,032	$ 20,970	Vocational Home Economics
220101	220101	$ 67,796	$ 49,554	$ 43,865	$ 31,217	Law
220103	220101	$ 67,796	$ 49,554	$ 43,865	$ 31,217	Law
230100	230101	$ 45,947	$ 32,542	$ 25,888	$ 18,566	English, General
230101	230101	$ 45,947	$ 32,542	$ 25,888	$ 18,566	English, General
230300	230301	$ 56,049	$ 34,795	$ 27,248	$ 24,681	Comparative Literature
230400	230101	$ 45,947	$ 32,542	$ 25,888	$ 18,566	English, General
230401	230101	$ 45,947	$ 32,542	$ 25,888	$ 18,566	English, General
230500	230101	$ 45,947	$ 32,542	$ 25,888	$ 18,566	English, General
230600	230601	$ 46,356	$ 34,715	$ 27,173	$ 19,654	Linguistics (Phon, Sem & Phil)
230601	230601	$ 46,356	$ 34,715	$ 27,173	$ 19,654	Linguistics (Phon, Sem & Phil)
230700	230101	$ 45,947	$ 32,542	$ 25,888	$ 18,566	English, General
230800	230101	$ 45,947	$ 32,542	$ 25,888	$ 18,566	English, General
230900	230101	$ 45,947	$ 32,542	$ 25,888	$ 18,566	English, General
231000	231001	$ 42,691	$ 32,651	$ 26,124	$ 21,394	Speech, Debate And Forensics
231001	231001	$ 42,691	$ 32,651	$ 26,124	$ 21,394	Speech, Debate And Forensics
240101	240101	$ 53,329	$ 35,415	$ 26,187	$ 21,932	Liberal/General Studies, General
250000	250101	$ 48,076	$ 32,455	$ 26,142	$ 20,448	Library & Archival Sciences, General
250101	250101	$ 48,076	$ 32,455	$ 26,142	$ 20,448	Library & Archival Sciences, General
250200	250101	$ 48,076	$ 32,455	$ 26,142	$ 20,448	Library & Archival Sciences, General
250400	250401	$ 49,273	$ 36,160	$ 29,803	$ 27,930	Library Science
250401	250401	$ 49,273	$ 36,160	$ 29,803	$ 27,930	Library Science
260100	260101	$ 47,680	$ 34,976	$ 29,075	$ 19,191	Biology, General
260101	260101	$ 47,680	$ 34,976	$ 29,075	$ 19,191	Biology, General
260200	260201	$ 51,648	$ 38,371	$ 31,062	$ 21,436	Biochemistry & Biophysics
260201	260201	$ 51,648	$ 38,371	$ 31,062	$ 21,436	Biochemistry & Biophysics
260202	260201	$ 51,648	$ 38,371	$ 31,062	$ 21,436	Biochemistry & Biophysics
260300	260301	$ 46,439	$ 34,670	$ 29,884	$ 24,977	Botany, General
260301	260301	$ 46,439	$ 34,670	$ 29,884	$ 24,977	Botany, General

OKLAHOMA STATE FY88 Faculty Market Data by Rank and Discipline

LOOKUP TABLE: OKLAHOMA FACULTY SALARY SURVEY
FACULTY SALARY BY RANK AND TEACHING DISCIPLINE

UA teaching discipline CIP code	Okla teaching discipline CIP code	Professor 10	Associate Professor 20	Assistant Professor 30	Instructor 40	USDOE CIP Title Classification of Instructional Programs
260305	260305	$ 45,406	$ 34,217	$ 29,719	$ 30,065	Plant Pathology
260401	260499	$ 51,647	$ 34,461	$ 28,204	.	Cell & Molecular Biology, Other
260402	260499	$ 51,647	$ 34,461	$ 28,204	.	Cell & Molecular Biology, Other
260499	260499	$ 51,647	$ 34,461	$ 28,204	.	Cell & Molecular Biology, Other
260500	260501	$ 51,971	$ 37,369	$ 30,854	$ 20,443	Microbiology
260501	260501	$ 51,971	$ 37,369	$ 30,854	$ 20,443	Microbiology
260600	260699	$ 48,463	$ 38,604	$ 30,801	$ 20,566	Misc Specialized Life Sci, Other
260601	260601	$ 51,727	$ 37,302	$ 31,526	$ 26,387	Anatomy
260602	260602	$ 55,187	$ 40,328	$ 32,783	.	Biometrics & Biostatistics
260603	260603	$ 51,992	$ 37,779	$ 29,909	$ 25,000	Ecology
260607	260607	$ 46,574	$ 32,504	$ 24,468	.	Marine Biology
260611	260699	$ 48,463	$ 38,604	$ 30,801	$ 20,566	Misc Specialized Life Sci, Other
260699	260699	$ 48,463	$ 38,604	$ 30,861	$ 20,566	Misc Specialized Life Sci, Other
260700	260701	$ 47,614	$ 34,092	$ 29,585	$ 19,235	Zoology, General
260701	260701	$ 47,614	$ 34,092	$ 29,585	$ 19,235	Zoology, General
260706	260706	$ 52,304	$ 39,198	$ 33,029	$ 23,600	Physiology, Human & Animal
269900	269999	$ 49,584	$ 33,894	$ 31,173	.	Life Sciences, Other
269999	269999	$ 49,584	$ 33,894	$ 31,173	.	Life Sciences, Other
270000	270101	$ 49,959	$ 36,103	$ 29,725	$ 21,773	Mathematics, General
270100	270101	$ 49,959	$ 36,103	$ 29,725	$ 21,773	Mathematics, General
270101	270101	$ 49,959	$ 36,103	$ 29,725	$ 21,773	Mathematics, General
270500	270501	$ 52,211	$ 37,236	$ 30,504	$ 21,813	Statistics
270501	270501	$ 52,211	$ 37,236	$ 30,504	$ 21,813	Statistics
300100	300101	$ 45,642	$ 34,740	$ 28,597	$ 25,242	Biological And Physical Studies
300101	300101	$ 45,642	$ 34,740	$ 28,597	$ 25,242	Biological And Physical Studies
300400	300401	$ 43,356	$ 31,793	$ 25,458	$ 18,357	Humanities And Social Sciences
300401	300401	$ 43,356	$ 31,793	$ 25,458	$ 18,357	Humanities And Social Sciences
309999	309999	$ 48,774	$ 32,486	$ 25,408	$ 21,600	Multi/Interdisciplinary Studies, Other
320101	300401	$ 43,356	$ 31,793	$ 25,458	$ 18,357	Humanities And Social Sciences
320103	300401	$ 43,356	$ 31,793	$ 25,458	$ 18,357	Humanities And Social Sciences
320104	300401	$ 43,356	$ 31,793	$ 25,458	$ 18,357	Humanities And Social Sciences
360108	360101	$ 39,729	$ 34,298	$ 29,652	$ 27,504	Liesure & Rec Activities, General
360701	360101	$ 39,729	$ 34,298	$ 29,652	$ 27,504	Liesure & Rec Activities, General
380100	380101	$ 46,888	$ 33,486	$ 26,069	$ 20,142	Philosophy
380101	380101	$ 46,888	$ 33,486	$ 26,069	$ 20,142	Philosophy
400000	400101	$ 57,943	$ 43,104	$ 31,331	.	Physical Sciences, General
400101	400101	$ 57,943	$ 43,104	$ 31,331	.	Physical Sciences, General
400301	400301	$ 48,369	$ 35,548	$ 28,409	.	Astrophysics
400400	400401	$ 53,655	$ 37,555	$ 31,540	$ 27,159	Atmospheric Sciences & Meterology
400500	400501	$ 52,537	$ 36,137	$ 29,524	$ 22,240	Chemistry, General
400501	400501	$ 52,537	$ 36,137	$ 29,524	$ 22,240	Chemistry, General
400502	400502	$ 47,198	$ 27,508	$ 25,988	.	Analytical Chemistry
400504	400504	$ 45,567	$ 30,867	$ 27,544	.	Organic Chemistry
400506	400506	$ 38,172	$ 32,219	$ 27,800	.	Physical Chemistry
400600	400601	$ 49,335	$ 35,755	$ 29,746	$ 25,886	Geology
400601	400601	$ 49,335	$ 35,755	$ 29,746	$ 25,886	Geology
400603	400603	$ 51,280	$ 37,599	$ 31,542	.	Geophysics And Seismology
400604	400601	$ 49,335	$ 35,755	$ 29,746	$ 25,886	Geology
400608	400601	$ 49,335	$ 35,755	$ 29,746	$ 25,886	Geology
400699	400601	$ 49,335	$ 35,755	$ 29,746	$ 25,886	Geology
400700	400799	$ 55,377	$ 40,556	$ 33,710	$ 29,000	Misc Physical Sciences , Other
400702	400702	$ 49,090	$ 38,973	$ 29,577	$ 36,403	Oceanography
400799	400799	$ 55,377	$ 40,556	$ 33,710	$ 29,000	Misc Physical Sciences , Other
400800	400801	$ 51,260	$ 37,118	$ 31,810	$ 27,612	Physics, General
400801	400801	$ 51,260	$ 37,118	$ 31,810	$ 27,612	Physics, General
400808	400899	$ 59,361	$ 41,348	$ 34,997	.	Physics, Other
400810	400899	$ 59,361	$ 41,348	$ 34,997	.	Physics, Other
400899	400899	$ 59,361	$ 41,348	$ 34,997	.	Physics, Other
400900	400000	$ 51,709	$ 36,840	$ 30,417	$ 24,358	Physical Sciences
420000	420101	$ 49,339	$ 34,461	$ 27,953	$ 25,709	Psychology, General
420100	420101	$ 49,339	$ 34,461	$ 27,953	$ 25,709	Psychology, General
420101	420101	$ 49,339	$ 34,461	$ 27,953	$ 25,709	Psychology, General
420104	420101	$ 49,339	$ 34,461	$ 27,953	$ 25,709	Psychology, General
420201	420201	$ 51,948	$ 35,198	$ 27,230	.	Clinical Psychology
420301	420101	$ 49,339	$ 34,461	$ 27,953	$ 25,709	Psychology, General
420401	420101	$ 49,339	$ 34,461	$ 27,953	$ 25,709	Psychology, General
420600	420601	$ 50,062	$ 34,893	$ 27,946	$ 25,000	Counseling Psychology
420601	420601	$ 50,062	$ 34,893	$ 27,946	$ 25,000	Counseling Psychology
420701	420101	$ 49,339	$ 34,461	$ 27,953	$ 25,709	Psychology, General
420801	420801	$ 47,595	$ 30,425	$ 28,242	.	Experimental Psychology
421101	420101	$ 49,339	$ 34,461	$ 27,953	$ 25,709	Psychology, General

OKLAHOMA STATE FY88 Faculty Market Data by Rank and Discipline

LOOKUP TABLE: **OKLAHOMA FACULTY SALARY SURVEY**
FACULTY SALARY BY RANK AND TEACHING DISCIPLINE

UA teaching discipline CIP code	Okla teaching discipline CIP code	Professor 10	Associate Professor 20	Assistant Professor 30	Instructor 40	USDOE CIP Title Classification of Instructional Programs
429900	420000	$ 49,211	$ 34,401	$ 27,899	$ 25,557	Psychology
430100	430104	$ 46,044	$ 36,671	$ 27,984	$ 16,525	Criminal Justice Studies
430104	430104	$ 46,044	$ 36,671	$ 27,984	$ 16,525	Criminal Justice Studies
440101	440101	$ 52,504	$ 37,453	$ 29,026	.	Public Affairs, General
440201	440201	$ 46,852	$ 38,239	$ 31,140	$ 39,244	Community Services
440401	440401	$ 47,063	$ 36,140	$ 29,977	$ 28,032	Public Administration
440501	440501	$ 56,803	$ 38,352	$ 34,101	.	Public Policy Studies
440700	440701	$ 47,737	$ 37,505	$ 29,861	$ 24,522	Social Work, General
440701	440701	$ 47,737	$ 37,505	$ 29,861	$ 24,522	Social Work, General
450100	450101	$ 49,616	$ 32,907	$ 27,312	$ 20,687	Social Sciences, General
450101	450101	$ 49,616	$ 32,907	$ 27,312	$ 20,687	Social Sciences, General
450200	450201	$ 46,442	$ 33,456	$ 26,968	$ 23,161	Anthropology
450201	450201	$ 46,442	$ 33,456	$ 26,968	$ 23,161	Anthropology
450300	450301	$ 51,644	$ 32,483	$ 25,407	$ 23,000	Archeology
450600	450601	$ 55,789	$ 40,386	$ 33,346	$ 25,829	Economics
450601	450601	$ 55,789	$ 40,386	$ 33,346	$ 25,829	Economics
450700	450701	$ 46,825	$ 33,975	$ 28,502	$ 25,533	Geography
450701	450701	$ 46,825	$ 33,975	$ 28,502	$ 25,533	Geography
450800	450801	$ 46,868	$ 33,508	$ 26,353	$ 22,428	History
450801	450801	$ 46,868	$ 33,508	$ 26,353	$ 22,428	History
450901	459999	$ 45,750	$ 33,398	$ 29,232	.	Social Sciences, Other
451000	451001	$ 49,550	$ 34,587	$ 27,204	$ 23,092	Political Science & Government
451001	451001	$ 49,550	$ 34,587	$ 27,204	$ 23,092	Political Science & Government
451100	451101	$ 48,032	$ 34,238	$ 27,286	$ 22,813	Sociology
451101	451101	$ 48,032	$ 34,238	$ 27,286	$ 22,813	Sociology
451601	459999	$ 45,750	$ 33,398	$ 29,232	.	Social Sciences, Other
459999	459999	$ 45,750	$ 33,398	$ 29,232	.	Social Sciences, Other
460201	460201	$ 45,989	$ 36,516	$ 29,228	$ 23,526	Carpentry
470102	470102	$ 45,989	$ 36,516	$ 29,228	$ 23,526	Business Machine Repair
470201	470201	$ 45,989	$ 36,516	$ 29,228	$ 23,526	Heating, A/C & Refrigeration Mecanics
470600	470601	$ 45,989	$ 36,516	$ 29,228	$ 23,526	Vechicle & Mobile Equip Mech & Repair
470602	470601	$ 45,989	$ 36,516	$ 29,228	$ 23,526	Vechicle & Mobile Equip Mech & Repair
470604	470604	$ 45,989	$ 36,516	$ 29,228	$ 23,526	Automotive Mechanics
470605	470605	$ 45,989	$ 36,516	$ 29,228	$ 23,526	Diesel Engine Mechanics
470607	470607	$ 45,989	$ 36,516	$ 29,228	$ 23,526	Aircraft Mechanics, Airframe
470608	470608	$ 45,989	$ 36,516	$ 29,228	$ 23,526	Aircraft Mechanics, Powerplant
479999	479999	$ 45,989	$ 36,516	$ 29,228	$ 23,526	Mechanics And Repairers, Other
480100	480101	$ 45,989	$ 36,516	$ 29,228	$ 23,526	Drafting, General
480102	480102	$ 45,989	$ 36,516	$ 29,228	$ 23,526	Architectural Drafting
480503	480503	$ 45,989	$ 36,516	$ 29,228	$ 23,526	Machine Tool Peration/Machine Shop
480508	480508	$ 45,989	$ 36,516	$ 29,228	$ 23,526	Welding
490100	490101	$ 45,989	$ 36,516	$ 29,228	$ 23,526	Air Transportation, General
490102	490102	$ 45,989	$ 36,516	$ 29,228	$ 23,526	Airplane Piloting & Nav (Commercial)
490105	490105	$ 45,989	$ 36,516	$ 29,228	$ 23,526	Air Traffic Control
490107	490107	$ 45,989	$ 36,516	$ 29,228	$ 23,526	Airplane Piloting (Private)
490303	490303	$ 45,989	$ 36,516	$ 29,228	$ 23,526	Commercial Fishing Operations
500010	500101	$ 40,771	$ 31,066	$ 24,849	$ 20,316	Visual & Performing Arts, General
500101	500101	$ 40,771	$ 31,066	$ 24,849	$ 20,316	Visual & Performing Arts, General
500200	500201	$ 41,042	$ 29,648	$ 23,700	$ 19,100	Crafts, General
500202	500201	$ 41,042	$ 29,648	$ 23,700	$ 19,100	Crafts, General
500206	500201	$ 41,042	$ 29,648	$ 23,700	$ 19,100	Crafts, General
500301	500301	$ 41,539	$ 33,975	$ 25,538	$ 24,066	Dance
500403	500401	$ 41,103	$ 30,629	$ 25,243	.	Design, General
500500	500501	$ 44,053	$ 32,425	$ 25,284	$ 20,034	Dramatic Arts
500501	500501	$ 44,053	$ 32,425	$ 25,284	$ 20,034	Dramatic Arts
500605	500605	$ 41,581	$ 44,352	$ 24,990	.	Photography
500700	500701	$ 41,906	$ 30,984	$ 25,789	$ 22,775	Fine Arts, General
500701	500701	$ 41,906	$ 30,984	$ 25,789	$ 22,775	Fine Arts, General
500703	500703	$ 47,543	$ 34,633	$ 27,087	$ 22,017	Art History And Appreciation
500708	500708	$ 34,673	$ 31,403	$ 20,833	$ 17,810	Painting
500709	500799	$ 39,661	$ 31,716	$ 26,207	$ 22,800	Fine Arts, Other
500710	500799	$ 39,661	$ 31,716	$ 26,207	$ 22,800	Fine Arts, Other
500799	500799	$ 39,661	$ 31,716	$ 26,207	$ 22,800	Fine Arts, Other
500900	500901	$ 42,924	$ 32,741	$ 25,986	$ 20,848	Music, General
500901	500901	$ 42,924	$ 32,741	$ 25,986	$ 20,848	Music, General
500903	500903	$ 40,512	$ 30,853	$ 25,692	$ 22,050	Music Performance
500904	500901	$ 42,924	$ 32,741	$ 25,986	$ 20,848	Music, General

CUPA-AASCU FY88 Faculty Market Data by Rank and Discipline

LOOKUP TABLE: CUPA-AASCU FACULTY SALARY
FACULTY SALARY BY RANK AND TEACHING DISCIPLINE

UA teaching discipline CIP code	CUPA teaching discipline HEGIS code	Professor 10	Associate Professor 20	Assistant Professor 30	Instructor 40	OLD USDOE HEGIS Title Classification of Instructional Programs
030301	0100	$ 38,392	$ 31,575	$ 27,810	$ 21,111	Agri & Natural Resources
060101	0500	$ 47,381	$ 39,102	$ 34,011	$ 23,902	Business & Management
060201	0502	$ 48,517	$ 40,940	$ 35,367	$ 25,168	Accounting
060401	0506	$ 46,116	$ 39,110	$ 33,991	$ 24,795	Business Admin & Management
060501	0517	$ 44,784	$ 36,502	$ 32,063	$ 23,879	Business Economics
061301	0500	$ 47,381	$ 39,102	$ 34,011	$ 23,902	Business & Management
079999	0500	$ 47,381	$ 39,102	$ 34,011	$ 23,902	Business & Management
110101	0700	$ 47,273	$ 39,394	$ 33,052	$ 25,003	Computer & Information Science
130401	0805	$ 42,993	$ 34,945	$ 28,230	$ 22,217	Education Administration
131201	0800	$ 41,708	$ 33,919	$ 27,805	$ 22,217	Education
131202	0800	$ 41,708	$ 33,919	$ 27,805	$ 22,217	Education
131316	0800	$ 41,708	$ 33,919	$ 27,805	$ 22,217	Education
139999	0800	$ 41,708	$ 33,919	$ 27,805	$ 22,217	Education
160399	0800	$ 41,708	$ 33,919	$ 27,805	$ 22,217	Education
230101	1500	$ 40,929	$ 32,679	$ 26,394	$ 19,760	Letters
250401	1600	$ 42,370	$ 33,700	$ 27,426	$ 20,921	Library & Arch Science
260101	0400	$ 41,300	$ 33,381	$ 27,590	$ 21,489	Life Sciences
260201	0400	$ 41,300	$ 33,381	$ 27,590	$ 21,489	Life Sciences
260202	0400	$ 41,300	$ 33,381	$ 27,590	$ 21,489	Life Sciences
270101	1700	$ 43,292	$ 34,752	$ 28,852	$ 20,739	Mathematics
300401	4900	$ 41,874	$ 34,000	$ 26,090	$ 20,917	Multi-Int Disc Field
360101	0835	$ 41,574	$ 33,933	$ 28,616	$ 23,162	Physical Education
400101	1900	$ 41,462	$ 33,389	$ 27,284	$ 22,082	Physical Science
400501	1905	$ 42,971	$ 34,209	$ 27,620	$ 21,243	Chemistry, General
400801	1902	$ 43,777	$ 35,258	$ 29,015	$ 22,365	Physics
420101	2000	$ 42,328	$ 33,815	$ 27,128	$ 22,373	Psychology
440101	2000	$ 42,328	$ 33,815	$ 27,128	$ 22,373	Psychology
450101	2200	$ 41,923	$ 32,669	$ 26,819	$ 23,482	Social Sciences
450201	2202	$ 42,139	$ 32,631	$ 26,810	$ 24,989	Anthropology
450601	2200	$ 41,923	$ 32,669	$ 26,819	$ 23,482	Social Sciences
450801	2205	$ 41,922	$ 33,557	$ 26,509	$ 22,084	History
451001	2207	$ 42,248	$ 33,638	$ 26,668	$ 22,269	Political Science
451101	2208	$ 42,221	$ 33,948	$ 27,130	$ 21,496	Sociology
460201	0000	$ 41,359	$ 33,967	$ 28,530	$ 23,191	Vocational & Technical Education
470604	0000	$ 41,359	$ 33,967	$ 28,530	$ 23,191	Vocational & Technical Education
470605	0000	$ 41,359	$ 33,967	$ 28,530	$ 23,191	Vocational & Technical Education
479999	0000	$ 41,359	$ 33,967	$ 28,530	$ 23,191	Vocational & Technical Education
480508	0000	$ 41,359	$ 33,967	$ 28,530	$ 23,191	Vocational & Technical Education
480703	0000	$ 41,359	$ 33,967	$ 28,530	$ 23,191	Vocational & Technical Education
500201	1000	$ 39,375	$ 31,759	$ 25,366	$ 22,073	Visual & Performing Arts
500701	1002	$ 40,137	$ 32,091	$ 26,410	$ 21,150	Fine Arts
500901	1005	$ 40,508	$ 32,206	$ 26,226	$ 22,144	Music
500903	1005	$ 40,508	$ 32,206	$ 26,226	$ 22,144	Music

APPENDIX B

CONFIDENTIAL

LISTING OF INDIVIDUAL EMPLOYEE MARKET-BASED SALARY ADJUSTMENTS

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